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What's been done?

A Report by

The Advisory
Council
on the
Status
of Women



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Women.

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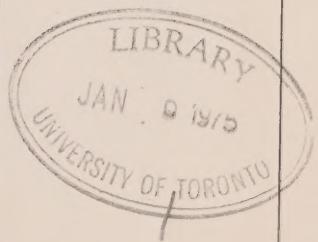
Assessment of the federal government's
implementation of the recommendations of the
Royal Commission on the Status of Women

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of Women



MARCH 1974





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INTRODUCTION

The Advisory Council on the Status of Women (ACSW) has prepared this report based on its examination of the federal government's action to date on the recommendations of the Royal Commission on the Status of Women (RCSW). Three years have passed since the RCSW tabled its report and made 167 recommendations to federal, provincial and territorial governments. Of these, 122 recommendations come within the jurisdiction of the federal government and are examined here. We have rated the action taken on these recommendations as of 1 February 1974 and assessed each in terms of the degree of implementation.

The main body of this report is presented in three columns: 1) the text of the RCSW recommendation; 2) the government's reply as noted in Hansard 2 April 1973; and 3) the ACSW's assessment of and comments on the degree of implementation of each recommendation. The recommendations are listed in chronological order and the question number from Hansard is shown in parenthesis.

To facilitate the use of this report, three annexes have been prepared. Annex A is a summary of the recommendations of the RCSW according to degree of implementation. Annex B summarizes the subject of each recommendation and lists the federal department or agency responsible for action. Annex C is a subject matter index.

The ACSW hopes that this report will be useful to all organizations and groups interested in the status of women. We urge groups, organizations and individuals to make their views known to those who make the laws: their Member of Parliament, the Minister Responsible for the Status of Women and ministers responsible for the action recommended in specific recommendations.

ACSW wishes to thank the many individuals within the government who have assisted us in the preparation of this report.

Katie Cooke, Chairman
Ottawa, Canada
1 February 1974

ASSESSMENT OF THE IMPLEMENTATION BY THE FEDERAL GOVERNMENT OF THE RECOMMENDATIONS OF THE ROYAL COMMISSION ON THE STATUS OF WOMEN

What action has been taken on the Recommendations of the Royal Commission on the Status of Women (RCSW)

Federal Government Reply 2 April 1973 - Hansard vol. 3

Assessment by the Advisory Council on the Status of Women, 1 February 1974

Rec. 1 (Q.377):

That the National Housing Loan Regulations be amended so that (a) for purposes of the gross debt service ratio, either husband or wife may be deemed to be the purchaser or owner and (b) up to 50 per cent of the income of the spouse of the purchaser or owner, or of the spouse of the person deemed to be the purchaser or owner, may be included in computing the annual income?

The National Housing Loan Regulations were amended by Order in Council P.C. 1971-1767, August 18, 1971 to provide that either the husband or wife could be considered the home owner or the home purchaser, and that up to 50 per cent of the spouse's income can be included with the applicant's income. A further amendment to the National Housing Loan Regulations by Order in Council P.C. 1972-1836, dated August 24, 1972, makes it possible to include up to 100 per cent of the spouse's income for the purpose of qualifying for an NHA loan.

Rec. 2 (Q.378):

That (a) both the Canada and Quebec Pension Plans be amended so that the spouse who remains at home can participate in the Plan, and (b) the feasibility be explored of (i) crediting to the spouse remaining at home a portion of the contributions of the employed spouse and those contributions made by the employer on the employed spouse's behalf, and (ii) on an optional basis, permitting the spouse at home to contribute as a self-employed worker?

The Minister of National Health and Welfare will meet with his provincial colleagues in April to examine the total Canadian social security system, and to determine the manner and extent to which the present system might be more satisfactorily organized and made more responsive to the needs of Canadians. Such issues, as posed by the Royal Commission on the Status of Women, would fall within the scope of these discussions. With respect to the Quebec Pension Plan, amendments were made on January 1st, 1973, and no action was taken by the Government of Quebec in regard to these particular recommendations of the Royal Commission on the Status of Women.

Rec. 3 (Q.379):

That the federal government (a) make greater use of women's voluntary associations; and (b) increase their financial support of (i) women's voluntary associations engaged in projects of public interest, and (ii) voluntary associations working in fields of particular concern to women?

The Citizenship Branch of the Department of the Secretary of State has increased its financial support to women's voluntary organizations engaged both in projects of public interest and projects related directly to the concern of women from \$6,000 in 1971-72 to \$75,000 in 1972-73.

Implemented

However, the ACSW is still receiving complaints from women that some banks and loan companies are refusing to consider them as the principal purchasers in cases where a man earning a similar income would automatically qualify.

Not Implemented

Inclusion of housewives in the Canada Pension Plan is one of the ACSW's priority areas. A discussion paper has been prepared for the ACSW entitled "The Canada Pension Plan and Women." Single copies are available on request. Women's organizations should note that any changes in the Canada Pension Plan require the agreement of two-thirds of the provinces.

Partially Implemented

Re part (a). The National Council of Women and the Canadian Federation of Business and Professional Women are two of the eight organizations presenting briefs to Cabinet each year. Voluntary groups consult with Ministers and senior officials of departments on subjects of interest to the particular groups, and concerning appointments.

Re part (b). (i) The Secretary of State funds women's voluntary associations engaged in projects of public interest, through programs serving special publics and needs such as cultural groups, native peoples, human rights, travel and exchange, and citizens' organizations. (ii) Secretary of State also allocated \$200,000 for the 1973-74 fiscal year to its Women's Organizations Program.

ACSW notes, however, that although there has been an increase in the amount of money available, apparently about 50% of eligible requests for assistance must be refused as funds are insufficient. Further information may be obtained from the Program Consultant, Women's Organizations, Citizenship Branch, Secretary of

State Department, Ottawa, K1A 0M5. Tel.: (613) 996-5497. The federal Minister Responsible for the Status of Women has funds available for national women's organizations to assist them in developing: (a) projects designed to develop awareness among their members, or the public of the position of women in society, and (b) means of co-ordinating their activities, e.g., newsletters, conferences. The total available for 1973-74 was \$75,000 (see Rec. 164 for address).

Rec. 4 (Q.293):

That the Federal government include in its selection standards for appointment to its positions the assessment of volunteer experience in evaluating the qualifications of applicants?

I have been given the following information by the Public Service Commission. This recommendation has been implemented as follows: 1. On November 4, 1971 a directive was issued by the Public Service Commission to staffing officers in all government departments to include an assessment of relevant volunteer experience in evaluating the qualifications of job applicants.

2. PSC application forms have been amended accordingly to provide ample space for inclusion of a description of volunteer work experience.

3. All PSC selection standards now provide for the assessment of skills and abilities developed through education, training, paid work experience and volunteer work experience. In addition, the subject of voluntary experience has been incorporated as a curriculum item by the Commission on its special training program for personnel administrators. The Commission's new Data Stream guide also reminds employees to include relevant volunteer community affairs and part-time work experience, so that this information can be coded on an individual's data stream record.

Rec. 5 (Q.380):

That a federal-provincial conference on labour legislation affecting women in Canada be called to prepare for Canada's ratification of the International Labour Organization Convention Concerning Equal Remuneration for Men and Women Workers for Work of Equal Value (Convention 100)?

Canada deposited with the ILO the Instrument of Ratification of Convention 100 on November 16, 1972.

Rec. 7 (Q.381):

That the federal Female Employees Equal Pay Act be amended to apply to all employees of the Government of Canada?

The Female Employees Equal Pay Act was revoked, effective July 1, 1971, by an Act to amend the Canada Labour (Standards) Code and equal wages provisions are now included in Part III of the Canada Labour Code (Labour Standards). Part III of the Code does not apply to employees of the Government of Canada.

Implemented

The principle of this recommendation has been effectively accepted by the Public Service Commission. An underlying attitude, however, still persists that volunteer experience does not contribute to the development of highly skilled manpower capability. ACSW recommends monitoring by women's groups.

Implemented

The International Labour Organization (ILO), a specialized agency of the United Nations, is primarily concerned with matters pertaining to conditions of work in member countries. Many of the International Instruments which it has devised and which it monitors, directly affect working women.

Implemented

This amendment to the Canada Labour (Standards) Code provides that differences in wages for male and female employees in the same establishment, performing the same or similar work, under the same or similar working conditions, on jobs requiring the same or similar skill, effort and responsibility, are prohibited when based solely on the factor of sex. These changes apply to all areas of employment under federal jurisdiction (i.e., crown corporations and agencies, chartered banks, interprovincial transportation and communications) except the federal public service. With respect to "employees of the Government of Canada" (i.e., federal public servants), the federal government has adopted as a matter of policy that the minimum standards of the Canada Labour Code shall be met.

Further, an Order-in-Council, 9 November 72, assigned to the Public Service Commission the duty of investigating any complaint of alleged discrimination on the grounds of sex, race, national origin, colour, and religion in respect of application or operation of the Public Service Employment Act. This function is carried out by the Anti-Discrimination Branch, Public Service Commission, Ottawa K1A 0M7, Tel: (613) 992-5418.

Implemented

Re point (2) of the Government's reply. On 29 May 73, an Order-in-Council was passed amending the Fair Wages and Hours of Work Regulations and the Fair Wages Policy Order to include sex, age and marital status as prohibited grounds for discrimination in hiring and employment by a contractor with the federal government. This Order-in-Council also prohibits discrimination because a complaint has been made or information given by or in respect of the person relating to an alleged failure to comply.

Rec. 8 (Q.382):

That the federal Female Employees Equal Pay Act, the federal Fair Wages and Hours of Work Regulations and equal pay legislation of provinces and territories require that (a) the concept of skill, effort and responsibility be used as objective factors in determining what is equal work, with the understanding that pay rates thus established will be subject to such factors as seniority provisions; (b) an employee who feels aggrieved as a result of an alleged violation of the relevant legislation, or a party acting on her behalf, be able to refer the grievance to the agency designated for that purpose by the government administering the legislation; (c) the

1. The Canada Labour (Standards) Code as amended on July 1, 1971, revoked the former Female Employees Equal Pay Act and set out provisions relating to equal pay which substantially meet the requirements of these recommendations.

2. The recommended amendments to the Fair Wages and Hours of Labour Regulations are under consideration.

3. The Minister of Labour cannot answer for the provinces and the territories.

onus of investigating violations of the legislation be placed in the hands of the agency administering the equal pay legislation which will be free to investigate, whether or not complaints have been laid; (d) to the extent possible, the anonymity of the complainant be maintained; (e) provision be made for authority to render a decision on whether or not the terms of the legislation have been violated, to specify action to be taken and to prosecute if the orders are not followed; (f) where someone has presented the aggrieved employee's case on her behalf and the aggrieved employee is unsatisfied with the decision, she have the opportunity to present her case herself to the person or persons rendering the decision who may change the decision; (g) the employee's employment status be in no way adversely affected by application of the law to her case; (h) where the law has been violated, the employee be compensated for any losses in pay, vacation and other fringe benefits; (i) unions and employee organizations, as well as employers and employer organizations, be subject to this law; (j) penalties be sufficiently heavy to be an effective deterrent; and (k) the legislation specify that it is applicable to part-time as well as to full-time workers?

Rec. 11 (Q.383):

That the pay rates for nurses, dietitians, home economists, librarians and social workers employed by the federal government be set by comparing these professions with other professions in terms of the value of the work and the skill and training involved?

Members of the Nursing, Home Economics, Library Science and Social Work occupational groups, like members of most other occupational groups in the Federal Public Service, bargain collectively for their terms and conditions of employment under the Public Service Staff Relations Act. They are represented by the union of their choice. Employees represented by union have the fullest opportunity to advance those factors which they believe should be taken into account in determining terms and conditions of employment including rates of pay. In the event that agreement cannot be reached by negotiation, employees have a choice of arbitration or conciliation as a means of dispute resolution. The Employer's position in all Public Service negotiations has consistently been that of paying salaries commensurate with those paid by other employers in Canada, i.e. those paid by the competition.

Rec. 12 (Q.384):

That legislation on the Canada Pension Plan and the Quebec Pension Plan be amended so that the provisions applicable to the wife and children of a male contributor will also be applicable to the husband and children of a female contributor?

See response to Question 378. (Rec. 2).

Rec. 14 (Q.385):

That the Unemployment Insurance Act and Regulations be amended to provide a common definition for "dependants" of women and men contributors?

When regulations were made on 6 July, 1971 under the Unemployment Insurance Act, 1971, the subsection which placed a limit on the earnings that a dependant could receive and still be considered a dependant was changed from what it had read under the former Act to provide a common definition for "dependant" of men and women contributors. Also under these regulations a common law wife can be considered a dependant of a claimant. On 20 June, 1972, the regulations were amended so that a common law husband could be considered as a dependant. The only difference that now remains is that the regulations provide that a man can consider his wife as a dependant if she is being maintained wholly or mainly by him whereas a wife can consider her husband as a dependant if he is dependant on her.

Not Implemented

This is a case where the salary levels for a group of occupations primarily performed by women, are consistently lower than occupations primarily performed by men which have similar requirements for professional training. The ACSW holds that this problem will not be solved by the standard negotiation procedure of comparison with practices of other employers when these employers also appear to be discriminating on the grounds of sex. The ACSW feels that the federal government could and should take the lead in establishing more equitable pay rates for nurses, dietitians, home economists, librarians, and social workers, through the method recommended by the RCSW.

Not Implemented

The ACSW has already recommended that the government act to remove these inequities. The amendments to the Canada Pension Plan passed in December 1973, while good insofar as they go, did not include removal of the inequities noted by the RCSW. It is understood that discussion of the changes proposed in this recommendation will be on the agenda of the next federal-provincial conference of welfare ministers. Women's organizations should note that provincial agreement is required for changes in the Canada Pension Plan, and they should make their views known to their provincial welfare ministers.

Partially Implemented

Under the present UIC regulations, a person with a dependent is "a man whose wife is being maintained wholly or mainly by him" (reg. 168(1)(a)); and "a wife whose husband is dependent on her" (reg. 168(1)(b)). There seem to be two reasons why it is easier for a husband to claim a wife as a dependent than it is for a wife to claim a husband. In the past it was not considered socially acceptable for the husband to stay at home while the wife worked, the only exception being if the husband were incapable of working. This social attitude was expressed legally in federal and provincial statutes by making the husband responsible for maintaining his wife. This legal attitude was translated into the UIC Act to mean that a wife was a dependent if she were mainly or wholly maintained by her husband, but the husband was dependent only if he were wholly maintained by his wife. Thus this situation exists because of the social thought of a previous time. Today, it is not uncommon for women to be the sole or main wage earners of the family.

Rec. 15 (Q.386):

That the federal Unemployment Insurance Act be amended to apply to all employees working in an established employee-employer relationship?

The new Unemployment Insurance Act which came into force on June 27, 1971, effectively implemented Recommendation 15 of the Royal Commission on the Status of Women, which stated: "We recommend that the federal Unemployment Insurance Act be amended to apply to all employees working in an established employee-employer relationship". This new Act extends considerably unemployment insurance coverage, with the result that the great majority of employees working in an employer-employee relationship are now protected. About 98% of persons under a contract of service are now covered. The very few individuals who are not, remain outside the plan for reasons such as having only a very casual or minor attachment to the labour force, they can be considered to have retired or they should not be insured in their employment at a particular time because of their relationship to their employer.

Implemented

The government's answer specifies three groups of persons not entitled to Unemployment Insurance Benefits: (1) very casual or minor attachments to the labour force; (2) those who can be considered to have retired; and (3) those persons who cannot be insured because of their relationship to their employer.

Re (1) above. A "very casual or minor attachment" refers to one who does not meet the requirements under the 1971 Act that a person must have eight or more weeks of employment in her or his qualifying period.

Re (2) above. Existing law allows a person who has retired to collect Unemployment Insurance Benefits for up to one year as well as pension benefits.

Re (3) above. Excluded from Unemployment Insurance benefits are persons in businesses which are not incorporated. The present system discriminates against a husband and wife who are in "partnership" in a non-incorporated business, e.g., a retail store or a family farm, or in professional work. This stipulation is tied to existing income tax legislation which prevents a spouse from deducting the wages or salary of the other spouse from taxable income as a deductible expense unless incorporated. The prevention of fraud is the major rationale for the existence of these laws.

Rec. 16 (Q.387):

That the amendment of the federal Fair Employment Practices Act provide for (a) an employed woman's entitlement to 18 weeks maternity leave, (b) mandatory maternity leave for the six-week period following her confinement unless she procures a medical certificate that working will not injure her health, and (c) prohibition of dismissal of an employee on any grounds during the maternity leave to which she is entitled?

Part III of the Canada Labour Code (Labour Standards) now includes provisions for maternity leave of 17 weeks, and the other requirements of recommendations (b) and (c).

Implemented

Pursuant to the 1971 amendments to the Fair Employment Practices section of the Canada Labour (Standards) Code and Public Service Commission policy, provision was made for maternity leave for workers in establishments under the jurisdiction of the federal government, e.g., chartered banks, crown corporations, etc. Every employee who has completed twelve consecutive months of continuous employment with her employer is entitled to a minimum maternity leave consisting of a period not exceeding 11 weeks preceding confinement, and a period of 6 weeks immediately following confinement, as well as any additional period which may arise due to a difference between the actual date and the estimated date of confinement (see also Rec. 17). Pregnancy cannot be cause for dismissal.

Rec. 17 (Q.388):

That the Unemployment Insurance Act be amended so that women contributors will be entitled to unemployment benefits for a period of 18 weeks or for the period to which their contributions entitle them, whichever is the lesser, (a) when they stop paid work temporarily for maternity reasons or (b) when during a period in which they are receiving unemployment benefits, they become unable to work for maternity reasons?

The amendments to the Unemployment Insurance Act which became effective on June 27, 1971, fulfilled the intent of this recommendation of the Royal Commission on the Status of Women. The Unemployment Insurance Act (1971) provides that women with the necessary attachment to the labour force, which is defined as 20 or more weeks of contributions in a qualifying period, are entitled to 15 weeks of benefit which are payable as follows: eight weeks before the week of confinement, the week of confinement and six weeks after the confinement.

Partially Implemented

The ACSW holds that further changes are required: 1) due to the restrictions on who can receive benefits and 2) to permit a woman to choose when she will take her maternity leave. Firstly, to be eligible for maternity leave benefits, a woman must have worked 20 continuous weeks to fulfill the requirement of a "major attachment" to the labour force. Secondly, section 30(1) of the Unemployment Insurance Act states that a woman must have: a) worked 10 weeks between the 30th and the 50th week (7 1/2 and 11 1/2 months) prior to confinement, or b) been receiving unemployment insurance benefits during this period. Thus even if she has worked the required 20 weeks, she will not qualify for benefits, unless 10 of these weeks were between the 30th and 50th weeks prior to the expected date of delivery.

Concerning benefit periods, section 30(2) of this Act states that benefits are payable in the following manner: eight weeks prior to the expected date of confinement; one week for the week of confinement; and six weeks after the week of confinement. In consequence, it is possible that a woman may not receive 15 full weeks of unemployment insurance maternity benefits. For example, if the expected date of delivery is wrongly calculated, e.g., the baby is two weeks early, she receives payment for only six weeks prior to confinement, not for eight weeks. A further inequality appears to exist for overseas employees, e.g., foreign service officers or armed forces personnel, who are normally eligible for unemployment insurance benefits, but who cannot claim maternity benefits unless they return to Canada to take their maternity leave.

Rec. 19 (Q.389):

That the elimination of any discrimination on the basis of sex in the terms and conditions of employment for air crew on air lines?

On May 10, 1972 the Minister of Labour tabled for first reading Bill C-206, an act to amend the Canada Labour Code and the Public Service Employment Act with respect to discrimination in employment based on age, sex and marital status. The Bill would have prohibited discrimination in respect of any term or condition of employment on grounds of sex in respect of all employment within the legislative authority of the Parliament of Canada. That employment includes air crews on airlines. The Bill died on the order paper on the last Parliament.

The Department of Labour is reviewing Bill C-206 with a view to preparation of a successor Bill.

Not Implemented

ACSW holds that until discrimination in employment on the basis of sex and marital status becomes illegal federally, the intent of this recommendation will not be achieved. A brief prepared by a group of Air Canada stewardesses in November 1973, presents evidence that sex discrimination against female flight attendants continues to exist. Though stewardesses have won their fight against discriminatory dismissal based on marital status, pregnancy, or age, they still have not won the battle of equality in establishing seniority with male pursers. The airline continues to favour male pursers over female stewardesses in pay, promotions and working conditions, even though the jobs of purser and stewardess require equal skill, effort and responsibility and are performed under similar working conditions. A recent collective agreement between Air Canada and CALFAA (Canadian Air Line Flight Attendants Association) which came into effect on 1 January 1974, opens purser positions to female flight attendants, but it does so by setting up two seniority lists, with the result that the lowest-rated male flight attendant takes precedence over female flight attendants who may have worked for Air Canada for years and may even have served in the past as "acting pursers".

Rec. 21 (Q.390):

That sex-typing of occupations be avoided in the text and in the illustrations of all federal government publications?

I have been given the following information by the Public Service Commission. It is now a policy of the Public Service Commission to avoid any sex-typing of occupations in the text and illustrations of its publications, which are subject to regular review through the Commission's Public Relations Division and the Office of Equal Opportunities for Women. The bulk of the federal government careers and occupations material is produced by the Public Service Commission, thus ensuring implementation of the recommendation generally throughout the service.

Partially Implemented

This recommendation refers clearly to all federal government publications. The ACSW commends the action taken by the Public Service Commission but notes that improvements are required in publications of other departments. Women's groups are urged to monitor performance.

Rec. 22 (Q.391):

That the Canada Department of Manpower and Immigration refuse to make arrangements for firms to interview students in connection with positions for which the firms have specified sex preferences or sex requirements?

Canada Manpower Centres, in the conduct of their referral operations, are bound by the Unemployment Insurance Act, 1971, which stipulates *inter alia*, that they shall not discriminate in the referral of any job applicant to an employer on the basis of sex, except where such a limitation, specification or preference is based upon a bona fide occupational qualification.

Implemented

The Unemployment Insurance Act 1971, Part 7, concerning the maintenance of a national employment service, contains a provision prohibiting discrimination on the grounds of sex and marital status when referring a worker seeking employment to a job. Any specifications or preference based on a bona fide occupational qualification, however, would not be construed as discriminatory. However, ACSW is still receiving complaints which indicate that practice is not always living up to stated policy. We urge women's groups to monitor performance, and report to ACSW cases of alleged or perceived discrimination.

Rec. 24 (Q.392):

That (a) the Fair Employment Practices Act be amended to (i) include "sex" and "marital status" as prohibited grounds for discrimination, and (ii) apply to all employees of the Government of Canada; and (b) The Fair Wages and Hours of Work Regulations be amended to include "sex" and "marital status" as prohibited grounds for discrimination?

(a) On May 10, 1972, the Minister of Labour tabled in the House of Commons Bill C-206, an act to amend the Canada Labour Code and the Public Service Employment Act with respect to discrimination in employment based on age, sex and marital status. The Bill died on the order paper in the last Parliament. A successor Bill is under consideration. (b) The recommended amendments to the Fair Wages and Hours of Work Regulations are under consideration.

Partially Implemented

Re part (a). The Minister of Justice in a statement to the House of Commons, 10 December 1973, announced Cabinet approval in principle for a federal Commission on Human Rights and Interests. This Commission would include provisions (originally intended for the Canada Labour Code) to protect women from discriminatory practices. ACSW recommends continued pressure to ensure action without delay.

Re part (b). The Fair Wages and Hours of Work Regulations, applicable to companies under contract to the federal government, were amended by an Order-in-Council on 29 May 1973, to include sex, age and marital status as prohibited grounds for discrimination in hiring and employment.

Implemented

Section 22(2)(b) cited by the RCSW Report, is now Section 140(b) of Part 7 of the Unemployment Insurance Act as amended 21 June 1971. The provisions now included which prohibit discrimination on the grounds of sex, age and marital status, are applicable to Canada Manpower Centres. ACSW urges women's groups to monitor performance.

Rec. 25

That the provisions now included in section 140(2) (b) of the Unemployment Insurance Act, amended to include sex and marital status as prohibited grounds for discrimination, be included in legislation applicable to Canada Manpower Centres.

No question dealing with Rec. 25 was asked.

Rec. 26 (Q.393):

That the federal government increase significantly the number of women on federal Boards, Commissions, Corporations, Councils, Advisory Committees and Task Forces?

The government has made 200 Order-in-Council appointments of women since it took office in 1968. These include twenty-four full-time appointments, among whom are two at the deputy minister level, Dr. Sylvia Ostry and Dr. Jean Boggs, four are judges and the rest are to full-time positions on such boards as the Canadian Transport Commission, the Economic Council of Canada, the National Parole Board, the Pension Board, the Public Service Commission, the Citizenship Court, the Canadian Pension Commission, The Immigration Appeal Board, as well as the Law Reform Commission and the LeDain Commission. There have also been 176 appointments to part time boards such as the Science Council, the National Film Board, the Canada Development Corporation and others. When a position is vacant, a reminder is sent out to the minister responsible for filling the position, to take into account not only the ethnic, linguistic and geographic factors but also the need to appoint more women.

Rec. 28 (Q.394):

That the federal government undertake a study of the feasibility of making greater use of part-time work in the Canadian economy?

The Canada Department of Labour is now studying this question.

Partially Implemented

The appointments of women since the 1970 Report of the RCSW, while greater in number than previously, fall far short of any reasonable target. ACSW has requested information on the total number of Order-in-Council appointments per year in order to determine the proportion of these that are women.

Rec. 29 (Q.395):

That the differential treatment of Nursing Assistants and Nursing Orderlies in the federal Public Service be eliminated?

There has recently been an amendment to the classification standard which places nursing assistants and nursing orderlies at the same wage level thus removing the wage differential. After discussions with the bargaining agent this change in the standard has been made retroactive to January 1, 1972.

Not Implemented

On 27 November 1973, the ACSW requested detailed information concerning the study noted in the government's reply. The reply received 28 January 1974, indicates only that a second survey is underway to amass additional descriptive statistics.

Implemented

Public Service Nursing Assistants have achieved wage parity with male nursing orderlies following a Treasury Board review which was recommended by the RCSW report. Retroactive to 1 January 1973, the upgrading brought annual pay increases for nursing assistants ranging from \$291 to \$395 each.

Rec. 30 (Q.396):

That the positions of secretaries in the federal Public Service be classified by one of the methods used for other classes in the federal Public Service?

Arising from the recommendations of the Royal Commission on the Status of Women several alternative methods of evaluating secretarial positions in the Public Service have been examined. The most feasible method is to be determined after a test is carried out using actual positions in a number of major departments. These studies are expected to be completed by the end of September 1973.

Not Implemented

The ACSW holds that secretarial positions must be classified on the basis of actual job requirements and the practice of "rug-ranking" by the status of the boss be discontinued. Information concerning the studies mentioned in the government's reply was requested on 27 November 1973. The reply received 28 January 1974 states: "A test was carried out using actual positions in a number of departments to examine methods of evaluating secretarial positions in the Public Service. The sampling is now completed and the results will be evaluated." ACSW notes that current negotiations underway indicate this recommendation has been ignored.

Not Implemented

The ACSW recommended (July 1973) to the government that all pension plan inequities be removed. Superannuation Act amendments are still required. Note that under the Public Service Superannuation Act, pensions for women and men contributors are computed on the same basis. However, the Act is designed to protect the widow of a male contributor but not the widower of a female contributor. Under the superannuation plan a widow is paid an annuity equal to one half the annuity her husband had earned, and to cover the additional cost of a widow's annuity, male employees contribute at the rate of 6.5%. Women contribute at the rate of only 5%, and their widowers receive no annuity. Further, under the terms of Section 44(1), supplementary death benefits are paid to the widow of a married male contributor. On the death of a married female contributor, they are paid to her estate. A woman can, therefore, will the supplementary death benefits to someone other than her husband.

Implemented

The Treasury Board Relocation Directive replacing the Removal Expenses Regulations dated May 1953, became effective on 1 December 1973. The relocation directive now applies equally to all employees without regard to sex or marital status, and provisions have been established on the basis that an employee (male or female) has or does not have dependants.

Rec. 31 (Q.397):

That the federal Public Service Superannuation Act be amended so that (a) there will be no differences in the provisions on the basis of sex, and (b) the surviving spouse of a contributor will be paid the supplementary death benefits?

At the request of the President of The Treasury Board, this recommendation was studied by the Advisory Committee on the Public Service Superannuation Act and a report has been made to the Minister. The Government's decision will be announced in due course.

Rec. 32 (Q.398):

That the federal Removal Expenses Regulations be amended so that the expenses paid for the wife of an employee will also be paid for the husband of an employee?

A new "Relocation Directive" including appropriate provisions to implement the recommendation is being developed by the Treasury Board Secretariat with a view to issuance in the near future. The Relocation Directive will replace the Removal Expenses Regulations.

Rec. 33 (Q.399):

That the federal Public Service Terms and Conditions of Employment Regulations be amended by (a) deleting section 50(2), and (b) substituting the provision that, during the six weeks period preceding the expected date of an employee's confinement, a deputy head may direct the employee to proceed on maternity leave unless she produces a medical certificate that she is able to work?

(1) Section 50(2) of the Public Service Terms and Conditions of Employment Regulations has not been deleted; (2) Section 50 of the said Regulations was amended by Treasury Board on September 23, 1971 as follows: "(1) Every female employee who becomes pregnant and who applies for leave of absence without pay (hereinafter called "maternity leave") shall be granted maternity leave by her deputy head for a period commencing at least eleven weeks before the expected date of the termination of her pregnancy and ending not later than six months after the date of the termination of her pregnancy." "(2) the deputy head may, (b) grant maternity leave to any female employee to commence earlier than eleven weeks before the expected termination of pregnancy." This amendment increased from two months to eleven weeks the length of time a female employee is entitled to be granted maternity leave prior to the expected termination date of her pregnancy. This amendment brings the subsection in line with amendments to the Canada Labour Code as passed by Parliament and proclaimed July 1, 1971.

Implemented

In effect, the deletion of Section 50(2)(c), and the amendment to Section 50, mean that: (1) A woman must, if she desires, be given 11 weeks of maternity leave prior to the expected date of delivery. Any leave longer than this before the birth is at the discretion of the Deputy Head. (2) A woman may, if she presents an approved medical certificate stating that she is physically capable of doing so, remain on the job until the expected date of delivery.

The ACSW holds that this recommendation did not go far enough and that a woman's seniority should be protected for a period much longer than 17 weeks.

Rec. 34 (Q.400):

That the federal government continue to pay the employer's contribution to the superannuation and Group Surgical-Medical Plans when an employee is on maternity leave?

On March 30, 1972 the Treasury Board revoked the Group Surgical-Medical Insurance Regulations and approved the Public Service Health Insurance Regulations. Among the provisions contained therein was one providing supplementary health insurance coverage at the regular cost to employees on maternity leave.

The recommendation of the Royal Commission on the Status of Women in relation to the Group Surgical-Medical Insurance Plan has therefore been implemented.

The further recommendation relating to superannuation contributions is being considered with the other recommendations on the provisions of the Public Service Superannuation Act referred to in Question No. 397.

Partially Implemented

Health insurance coverage changes have been implemented. With respect to Superannuation contributions, changes in the Act are still required (see Rec. 31).

Rec. 35 (Q.401):

That federal Public Service bindery positions at levels 1 and 2 be open to women and men on the same basis and that the job title "journeywomen" be eliminated?

The Public Service bindery positions at levels 1 and 2 are now open to men and women on the same basis and the job title "journeywomen" has been eliminated.

Implemented

But note that, although inequality of opportunity to enter the Public Service does not arise from limitations on women's rights to apply for positions, occupational segregation still remains a fact, and is demonstrated by the concentration of women in particular classifications (see for example, Rec. 11).

Rec. 36 (Q.402):

That, until the sex-typing of occupation is eradicated the federal Public Service Commission and federal government departments (a) take special steps to increase the number of women appointed to occupations and professions not traditionally female, (b) review and, where necessary alter their recruitment literature and recruiting programs to ensure that it is abundantly clear that women are wanted in all occupations and professions, and (c) take special steps to obtain applications from qualified women when appointments for senior levels are outside the service?

I have been given the following information by the Public Service Commission. With reference to part (a) of the Recommendation, the establishment of the Commission's Office of Equal Opportunities for Women in February 1971 constituted a "special step" in this direction, since one of the functions of this Office is to propose and promote programs and special measures within the public service that will ensure equality of opportunity is provided in all aspects of employment, including recruitment and selection, training and development, promotion, etc. Further special impetus came with the issuing of a Directive by the Cabinet in April 1972, sent to deputy heads of all government departments directing them to "take steps to encourage the assignment and advancement of more women into middle and upper échelon positions". The Cabinet Directive provided a policy framework for departmental activities and resulted in the establishment by the Commission's EOW Office of an interdepartmental committee to coordinate action and provide a mechanism for exchanging information and measuring progress. Twenty-three departments are represented on the committee which meets in full session four times yearly, with work groups meeting on an ad hoc basis to deal with special problem areas and matters affecting the employment of women in the public service. A further point on part (a) of the Recommendation: appointment activity in recent months indicates there is an increase of women in non-traditional occupational groups. To illustrate, a woman has been appointed director of the Secretary of State department's Social Action Branch; another has been appointed director of information for the Department of

Implemented

The following changes have occurred since the Government's reply, 2 April 1973.

Re part (a). There are now 35 departments represented on the Interdepartmental Committee mentioned by the Government. A further program within the Public Service to ensure equality of opportunity for women is the undertaking of a one-year study of child care needs with the purpose of making recommendations to the Commission for the implementation of a child-care policy. The study begun in September 1973, is expected to be completed in September 1974. Another development has been the establishment by the Commission's Administrative and Foreign Staffing Program of a special section concerned with the promotion of career opportunities for women. As one of its responsibilities, this section is carrying out on a continuing basis, a follow-up assessment of the development assignments undertaken in departments by women participants of the Commission's Special Officer Development Program. The Coast Guard opened its training school to women applicants for the first time in September 1973.

Re part (b). The Public Service Commission's public relations division, at the request of the Office of Equal Opportunities for Women (EOW), has developed a new brochure for distribution to high school students and counsellors throughout Canada. It is designed to assist young women and their counsellors to be more fully aware of the changing work and life patterns of women and to encourage them to choose from a wide range of careers through expanded academic choices.

Re part (c). The EOW has compiled a list or inventory of women outside the Public Service,

Communications; another woman has been appointed director of the Socio-Economic Program at the Public Service Commission; the Agriculture Department has appointed four female agricultural officers, the first in the history of the department; three women are in trade commissioner training at the Department of Industry, Trade and Commerce, etc. An employment information counsellor is being appointed at the Public Service Commission to further assist capable women both within and those from outside the service, in learning of employment opportunities throughout the service. On part (b) of the Recommendation action has been taken through the development of special education and information projects by the Commission, among them the production of an equal opportunities audio-visual presentation, an equal opportunities newsletter entitled "Interaction", (25,000 copies of which are issued five times yearly), and brochures and posters which have been distributed across Canada, both within and outside the public service, to heighten awareness of the federal government as an equal opportunities employer. In addition, special attention is being paid through recruiting programs, speeches, seminars and discussions in universities, community colleges and high schools to encourage girls and young women to prepare for careers in "shortage areas" and traditional male-oriented occupations, such as accounting, commerce, economics, statistics, financial administration, etc. The Commission's new advertising policy, noted above, requiring all advertising posters to carry immediately below the logo, the words "This competition is open to both men and women," has become a further means of making it "abundantly clear that women are wanted in all occupations and professions". Early trends on results of this new policy, indicate that it is resulting in an increase of applications from women, particularly in the non-traditional applied sciences fields. A more detailed evaluation of policy is currently being conducted. Regarding part (c) of this recommendation, special efforts are being made to ensure that capable women from within the service as well as outside the service are fully considered for competitions at the senior levels. An inventory has been compiled of qualified women within the service who would be suitable candidates for senior executive positions. (Two new appointments of women to the senior executive category were made in November, 1972). In addition, in order to increase the number of applications from capable women outside the service, universities, national associations, and other sources have been drawn upon as resources for developing a roster of qualified women from whom such applications may be derived. The advertising policy directive of June, 1972 is another special means of increasing applications from women inside as well as outside the service.

Rec. 37 (Q.403):

That the federal Public Service Commission and federal government departments have as an objective the elimination of the imbalances in the proportion of women and men in senior positions and (a) as much as is feasible, emphasize potential rather than experience as a basis for appointment or promotion; (b) ensure that vacancies are open to employees at a classification level low enough to permit consideration of qualified women; and (c) when a job opens, make sure that women candidates get full consideration including the evaluation of their experience in volunteer work and running a household if it is relevant?

I have been given the following information by the Public Service Commission. Regarding part (a) of this Recommendation, "potential" is one of the three major factors in the evaluation of a candidate for selection and promotion, the other two being "knowledge" and "experience". On part (b) the Office of Equal Opportunities for Women maintains an inventory by department, group and level of all women in the public service in the scientific and professional and administrative and foreign service categories and is carrying out comparative analyses on the career and mobility patterns of men and women in the service, with a view to identifying problem areas requiring special action. The Commission has responsibility for defining the area of competition, under Section 13(b) of the Public Service Employment Act, and in so doing care is taken to ensure that the area is broad enough to include qualified persons at lower levels who have potential for development. Action on part (c) of the Recommendation has been taken with the issuing of a directive by the Public Service Commission to departments concerning the assessment of all relevant volunteer experience in candidate selection.

who are potential applicants for senior positions. It is also working closely with universities, etc., to encourage applications from qualified women.

Partially Implemented

The ACSW holds that the performance is not yet satisfactory. While 29.6% of the total number of federal public servants (October '73) are women, only 3.2% of those earning \$22,000 or more, are women. A ratio of 99 men to 1 woman in the Senior Executive category is still, in the words of the Public Service Commission (Annual Report 1972), an "extreme imbalance". However, there are now 9 women in the Senior Executive (SX) category. This constitutes 1% of the total number of persons in this group but is an increase of 8 women since 1971. Further, the findings of the study referred to in the government's reply ("Career Path Study of a Selected Sample in the Program Administration Group", published by the Office of Equal Opportunities for Women, June 1972) indicate that men and women with similar educational achievements and age are not promoted at the same rate; women progressing at a slower rate than men. A further study is now proposed to determine (a) the ratios of male to female appointments and (b) whether the low representation of women in some occupational groups is due to discrimination at the recruiting level or to a self-screening process engaged in by women.

Rec. 38 (Q.404):

That the federal Public Service Commission and federal government departments (a) introduce programmes that will ensure the consideration of secretaries for administrative positions, and (b) open up intermediate and senior administrative positions to women in traditionally female professions?

I have been given the following information by the Public Service Commission: Part (a) of this recommendation is being implemented with the development by the Commission of two special courses: (i) Self-Development and Career Growth for Secretaries (two weeks in length), and (ii) Special Officers Development Course for the Administrative Support Category (three weeks in length). During the 1972-73 fiscal year six courses in each of the two programs have been held with an average 33 participants each. A similar number of courses in both programs is scheduled for the 1973-74 fiscal year, available in both French and English. The two programs are the initial steps in long-term efforts to improve opportunities for administrative support personnel, the majority of whom are women, to advance into the officer groups. Comprehensive evaluations are being carried out by the Public Service Commission in 1973, to assess the effectiveness of the two programs, and in the case of the Special Officers' Development program, to assess the post-course assignment phase of the program, in which course participants return to their home departments for a six to ten month developmental assignment to prepare them for promotion competitions for officer positions. Initial indications from the assignment of the first Officers' Development Course of February 1972, indicate a positive trend. Eight months after the course, of the 29 first course participants, eight had been promoted to officer positions with a further nine promotions predicted within four months. On part (b) of the Recommendation, the Commission is examining the occupational and salary levels of women in traditionally female professions such as nursing, library science, and social welfare work as a preliminary step in determining appropriate means of increasing opportunities for persons in these groups to attain intermediate and senior administrative positions.

Rec. 39 (Q.405):

That (a) a special effort be made to attract more women applicants for administrative trainee positions in the federal Public Service, and (b) federal government departments ensure that women administrative trainees are given the kind of training assignments that will prepare them for advancement to the senior levels?

Currently, approximately 30 per cent of administrative trainee positions are filled by women. However, special efforts are being made by the Commission through the university recruitment programs, the EOW newsletter "Interaction", speeches, literature and audio-visual presentations, etc., to attract more women at the point of intake, as well as to ensure that the assignments of both male and female administrative trainees are creative and preparatory for career advancement. A major evaluation of the administrative trainee program is being carried out by the Commission program responsible for recruiting administrative trainees, and will track the 1967-1969 period using linguistic and sex breakdowns, examining the AT population, the assignment phase of the program, advancement rates, attrition rates etc., with a view to determining future courses for action. On the matter of female representation levels in the AT group, it should be noted that currently approximately 37 per cent of all university graduates are women, and, as a consequence, the proportional intake of female university graduates is relatively comparable to the population from which the administrative trainee program draws.

Rec. 40 (Q.406):

That action be taken to increase greatly the enrolment of promising women in federal Public Service management courses, including the step of waiving salary floors and age ceilings where necessary in their case?

I have been given the following information by the Public Service Commission: A number of special projects are being undertaken in efforts to increase the number of women nominated by departments to centrally-run (i.e., Bureau of Staff Development and Training operated) management courses. The average participation rate of women in management courses currently is approximately 11% of the eligible female population in the service. These special efforts include: (a) Development of one or two day modules discussing the role of women in the work world, the management world, the attitudes of men and women and the socio-cultural influences affecting female work patterns, etc.

Re part (c). However, despite this directive, there are indications of underlying attitudes that preclude full consideration of such experience.

Partially Implemented

Re part (a). 1) With reference to the Special Officer's Development Course for the Administrative Support Category, the total number of persons who have taken this course is 212 women and 47 men. The total number of promotions from the nine courses given from February 1972 to September 1973, has been 71 persons (55 women and 12 men). The Public Service Commission is experimenting with regional courses beginning in Edmonton in January 1974. 2) In addition to programs mentioned in the Government's reply, a three-day videotape course entitled "Women: Design for Tomorrow", is being prepared by the Public Service Commission and will be available in spring 1974. The course, which analyses attitudes toward women as managers, is the first of its kind directed specifically to male managers.

Re part (b). Although special concern for female dominated occupational groups is being shown by the Office of Equal Opportunities for Women, no specific programs have been undertaken to date.

Implemented

The "major evaluation of the administrative trainee program" mentioned in the government's reply, indicates that women over the three-year period 1967-69, made up 19% of the trainees recruited. The proportion of women administrative trainees since then has been rising steadily: 1970, 15.4%; 1971, 27.8%; 1972, 25.8%; and 1973, 32.3%. It should be noted that currently approximately 37% of all university graduates are women.

While the total percentage of women administrative trainees for 1973 is 32.3%, the percentage of appointments from within the public service remains considerably lower than that for appointments from outside the government: 27.1% vs 37.4%. In an attempt to rectify this situation, the Department of Labour is starting a pilot project through which eligible women will be approached directly and asked to enter administrative trainee competitions.

Implemented

Good progress is being made, and plans are to continue the educational process. It should be noted that ACSW is participating in this program by providing resource people for federal Public Service management courses.

These are being developed for incorporation by "animators" and trainees in BSDT courses to assist in attitude changing and motivating both men and women about changing work patterns and work roles. (b) Administering of an attitude survey to all participants of BSDT courses in 1972 (some 2,500 persons) sponsored by the Equal Opportunities for Women Office as a further means of changing attitudes. (c) Development of a special edition of the EOW newsletter "Interaction" on training and development policy and opportunities throughout the federal services. It is being prepared for March distribution with a basic 25,000 copies to be distributed to the regular "Interaction" audience, plus an additional 10,000 for selected distribution to training and development officers and women in junior and middle management positions in the service.

To further assist in improving female participation rates on departmentally run courses, the Commission, in conjunction with a Treasury Board Specialist (Women's Interests), is maintaining a watching brief on the training rates in the service through the Board's annual review of training and education.

Rec. 41 (Q.359):

That, for the next 10 years, the number of women enrolled in each course in the Career Assignment Program of the federal Public Service be no less than 10 per cent of the total number of people enrolled in the course?

I have been given the following information by the Public Service Commission: There are approximately 120, or 3.5 per cent, of the women throughout the service, compared with 3,437 men, who currently meet the CAP eligibility criteria. Consequently, it appeared that the 10 per cent female participation target referred to in the recommendation would not be attainable. However, through continued special efforts, the 10 per cent level was attained in 1972, with 10 women out of a total of 94 persons participating in the CAP program during the year. This compares with a total of eight women out of 350 persons who had participated from 1968, when the program began, up to 1972. The Commission is continuing its efforts to ensure that all qualified women in the service are considered for nomination to this executive development program and in its efforts to raise the proportion of women eligible for participation in the CAP Program through increased training and development opportunities for women in the lower and middle management levels in the service.

Rec. 42 (Q.360):

That (a) the federal Public Service Terms and Conditions of Employment Regulations be amended so that part-time employees will receive pay increases on the same basis as full-time employees, and (b) collective agreements for the federal Public Service contain this provision?

(a) The application of the Public Service Terms and Conditions of Employment Regulations to managerial and confidential employees excluded from collective agreements, has been modified to permit pay increments for part-time employees within salary ranges negotiated for employees of the applicable bargaining unit. If the collective agreement for the bargaining unit involved is silent on the subject, part-time employees are granted pay increments in accordance with the provisions of the Clerical and Regulatory Agreement. Generally, an excluded employee whose hours of work, on an annual basis, average 18 hours or more per week, receives pay increments. The increment period is determined through a formula which requires that a part-time employee work a longer period between increments in order to gain the same amount of experience as the full-time employee. (b) A number of collective agreements provide for pay increases for part-time employees, generally if their scheduled hours of work, on an annual basis, average 18 hours or more per week. The general formula for determining the date on which the part-time employee receives the increase is the same as for the excluded employees described above and results in the part-time employee obtaining an increase in pay when he has worked the same number of hours as the full-time employee is required to work in order to receive a pay increment.

Because it is a negotiable matter, any extension or modification of this provision will be determined by collective bargaining between the Employer and the Bargaining Agent.

Implemented

The Career Assignment Program (CAP) is a combination of a three-month training course followed by a series of special assignments to positions in federal and provincial governments or in the private sector. To ensure that qualified women are considered, deputy ministers in a number of departments have been contacted concerning the nomination of specific women in their organizations who have been identified through the inventory of CAP eligible women maintained by the Office of Equal Opportunities for Women. Two courses of 30 to 40 participants each, were scheduled for 1973, with five women nominated for the spring session and three women for the fall one.

Implemented

Part-time employees who come under collective agreements are entitled to all the benefits given in their respective collective agreement on a pro-rated basis. Other part-time employees not covered by collective agreements are covered by the Public Service Terms and Conditions of Employment Regulations, sections 95-100.

Rec. 43 (Q.361):

That federal Crown Corporations and agencies (a) ensure that women scientists and technologists receive equal consideration with men for appointment; and (b) make a special effort to give graduate women employees a chance to take post-graduate degrees?

(a) Crown Corporations and agencies now afford equal consideration to women as to men for appointments in the fields of science and technology as in all other fields. (b) Where educational assistance programs are available generally speaking these are now available to both men and women and every effort is made to ensure that female employees are not overlooked.

Not Implemented

ACSW has no evidence that there has been satisfactory implementation of this recommendation.

It should be noted that Crown Corporations and agencies are not subject to the Public Service Act. Thus, their personnel regulations, policies and practices can and do differ from those specified in the Public Service Terms and Conditions of Employment Regulations. Legislative action to prohibit discrimination on the grounds of sex and marital status is required (see also Rec. 19).

Rec. 44 (Q.362):

That federal Crown Corporations and agencies (a) develop transfer and promotion measures that will encourage women to move out of the traditionally female occupations into other occupations, and (b) emphasize in recruitment programs that all occupations are open equally to women and men?

(a) Generally speaking, Crown Corporations and agencies continue to encourage women to seek transfers and promotions to all available positions for which they have the qualifications and aptitudes. In some cases, (where applicable), those not qualified are given on-the-job training and formal training opportunities and encouragement. (b) In recruiting programs, it is emphasized that all jobs are open equally to men and women.

Not Implemented

ACSW has no evidence of satisfactory implementation of this recommendation (see Rec. 43).

Rec. 45 (Q.363):

That each federal Crown Corporation and agency devise a long-term plan for the better use of womanpower within its organization?

Generally speaking, no special provision has been made in long term development plans since women are considered on an equal basis with men.

Not Implemented

Despite the government's reply, it is an accepted fact that women are not "considered on an equal basis with men" (see Rec. 43).

Rec. 46 (Q.364):

That, where the size of staff warrants it, federal Crown Corporations and agencies appoint one or more qualified people whose primary duty for the next five to eight years will be to provide for the training and development of women in their organizations?

In most Crown Corporations and agencies, the size of the staff does not warrant the appointment of a special person for the training and development of women in their organizations. Where applicable, some corporations have appointed special persons for this function; others have assigned the responsibility to the relevant branches of the personnel department.

Not Implemented

(see Rec. 43).

Rec. 47 (Q.365):

That federal Crown Corporations and agencies with rotational programs between field and head offices ensure that women are considered for rotation on the same basis as men and are not judged in advance on their freedom to rotate?

Generally speaking, the policy of Crown Corporations and agencies, which have rotational programs, has been to consider women for rotation on the same basis as men.

Not Implemented

(see Rec. 43).

Rec. 48 (Q.366):

That federal Crown Corporations and agencies (a) review their selection procedures to ensure that women are used in recruitment and selection programs, and (b) have senior women officers on their personnel administration staffs?

(a) Generally speaking, selection procedures have been reviewed and where necessary more women are being used in recruitment and selection procedures. (b) Many Crown Corporations and agencies now have senior women officers on their personnel administration staffs.

Not Implemented

(see Rec. 43).

Rec. 49 (Q.367):

That different provisions on the basis of sex be eliminated from superannuation and insurance plans for federal Crown Corporations and agencies?

Employees of many Crown Corporations and agencies are under the Public Service Superannuation Act and Regulations. As indicated in the answer to question no. 397 the Act has been studied by the Advisory Committee on the Public Service Superannuation Act and a report has been made to the Minister. The Government's decision will be announced in due course. With respect to other Crown Corporations and agencies, where such provisions are still included in superannuation and insurance plans, changes in the plans are under consideration.

Not Implemented

Superannuation Act amendments are still required (see also Rec. 31).

Rec. 50 (Q.368):

That federal Crown Corporations and agencies (a) make clear to educational institutions, and to the public, that career opportunities within their organizations are open to women and that they are encouraging women to prepare themselves for such careers; and (b) require each private organization with which they do business to include in each contract, a clause that prohibits discrimination in employment on the basis of sex?

(a) Generally speaking the Crown Corporations and agencies make clear to educational institutions and to the public that career opportunities within their organizations are open to women. (b) Generally speaking, no such stipulation is included in contracts with private organizations, although some corporations do make provision for safeguards in this respect.

Not Implemented

Re part (a). See comments re Rec. 43. Re part (b). Despite the government's statements that no such stipulation is included, federal government contracts with private or public contractors now stipulate that there shall be no discrimination on the grounds of sex (see Rec. 8).

Rec. 51

That sex-typing of the occupations of employees working in the Senate and House of Commons be discontinued.

No question dealing with Rec. 51 was asked.

Partially Implemented

The Senate and the House of Commons determine personnel policies for their respective staffs, and tend to follow policies established for

Rec. 52

That the Clerks of the Senate and the House of Commons devise a long-term plan for better use of womanpower and for opening senior positions to women as well as to men.

No question dealing with Rec. 52 was asked.

the federal Public Service. Action, therefore, is not within the jurisdiction of the Federal Government but is the responsibility of the respective Speakers. ACSW is requesting further information.

Partially Implemented

(see Rec. 51)

Rec. 53 (Q.369):

That the Royal Canadian Mounted Police Superannuation Act be amended so that its provisions will be the same for both female and male contributors?

Appropriate legislative amendments to the Public Service Superannuation Act are under active review respecting benefits to female contributors. Consequently changes affecting the Public Service Superannuation Act will, where appropriate, result in similar amendments being made to the R.C.M. Police Superannuation Act.

Not Implemented

ACSW recommends that all sex differences in pension plans be eliminated. Superannuation Act amendments are required. Like most women in the federal Public Service, women in the RCMP contribute at a lower rate to the pension plan. Their dependant children receive the same benefits as the children of men civilian members but, while they receive the pension on the same basis as men, their husbands receive no pension benefits when they, the women, die (see Rec. 31).

Rec. 54 (Q.370):

That enlistment in the Royal Canadian Mounted Police be open to women?

For many years the Royal Canadian Mounted Police has engaged females for certain functions within the Force. Presently, a study is being conducted into force requirements to determine where females, if engaged as regular members, could be used to best advantage.

Not Implemented

On 27 November 1973, the ACSW requested an up-to-date report on the study mentioned in the government's reply. It had not been received on 1 February 1974.

Rec. 55 (Q.371):

That all trades in the Canadian Forces be open to women?

A study was conducted to ascertain which trades and classifications in the Canadian Armed Forces could be opened to women. Women will be excluded from those classifications and trades which call for service in primary combat roles, sea-going duty and duty in isolated areas. However, the following trades and classifications are now open to women and this new policy could over a period of time increase the number of women in the Forces to some 2,000 officers and about 5,000 other ranks: Officer Classification — Open to Women; Aerospace Engineer; Communications/Electronics Engineer; Dental; Medical; Medical Associate; Nursing; Air Traffic Controller; Air Weapons Controller; Legal; Meteorology; Musician; Personnel Development; Personnel Support. Other Ranks Trades — Open to Women; Meteorological Technician; Photographic Technician; Air Traffic Controller; Air Traffic Control Assistant; Operation Plotter; Teletype Operator; Communications Operator; Terminal Equipment Technician; Teletype and Cipher Technician; Communication Technician; Safety Systems Technician; Metals Technician; Machinist; Refinisher Technician; Medical Assistant; Operating Room Assistant; Laboratory Technician; X-Ray Technician; Hygiene Technician; Biosciences Technician; Dental Clinical Assistant; Dental Laboratory Technician; Dental Equipment Maintenance Technician; Dental Therapist; Administrative Clerk; Accounting and Finance Clerk; Physical Education and Recreation Instructor; Musician; Draughtsman; Supply Technician.

Partially Implemented

The ACSW holds that women should have the same opportunity as men to have the scientific and technological training that the armed forces provide. ACSW also proposes that all trades be opened to women because it holds that women who have volunteered should be ready to undertake all the duties and responsibilities that membership in the armed forces entails. Progress has been made towards equality for women in the Canadian Armed Forces. 30 out of 95 trades are now opened to women, and 14 out of the 29 classifications. However, women are still excluded from trades which call for "service in isolation", primary combat and sea-going roles, and as a result, many trades remain closed to women. Enlistment in a trade generally means that training will be given in that trade. ACSW further notes that the enrolment of females and the opportunities for their participation in the Force's summer student program must be increased.

Rec. 56 (Q.372):

That the prohibition on the enlistment of married women in the Canadian Forces be eliminated?

Marital status is not one of the enrolment criteria for enlistment in the Canadian Armed Forces for either men or women.

Implemented
(see also Rec. 55).

Rec. 57 (Q.373):

That the length of the initial engagement for which personnel are required to enlist in the Canadian Forces be the same for women and men?

Both men and women are enrolled as other ranks in the Canadian Forces for an initial five year period. Officers, however, are enrolled for indefinite service or for a fixed period depending on the plan under which they receive their commission.

Implemented
(see also Rec. 55).

Rec. 58 (Q.374):

That release of a woman from the Canadian Forces because she has a child be prohibited?

The present policy concerning a woman who has a child while serving in the Canadian Forces is that release will only occur where the individual woman so requests it, or where there is a clear indication that her retention will conflict with ser-

Implemented

National Defence policy concerning the release of a fully trained female staff member who becomes pregnant is as follows: She must accept 15 weeks without pay during which time she receives full medical coverage for herself and is

vice requirements. Maternity benefits available to the serving woman now include leave entitlement and medical care.

entitled to collect unemployment insurance (but see Rec. 17). She is expected to give unrestricted service when she returns. If a woman has a medical certificate indicating her capacity to remain at her work beyond the 11th week prior to the expected date of birth she may do so. This policy will shortly be included in the Canadian Forces Administrative Orders Regulations.

The clause "where there is a clear indication that her retention will conflict with service requirements", was inserted to cover the department if there is any other reason but pregnancy for which the person should be released, i.e., so that an employee whose performance is unsatisfactory will not use her pregnancy as a means of being retained when she would otherwise be released.

Rec. 59 (Q.375):

That the Canadian Forces Superannuation Act be amended so that its provisions will be the same for male and female contributors?

The recommendation to amend the Canadian Forces Superannuation Act so that its provisions will be the same for both male and female contributors is being studied in concert with other government pension plans. Any change would require legislation and would be presented to Parliament in the normal manner.

Not Implemented

Superannuation Act amendments are required. Women in the Armed Forces used to contribute the same proportion of their pay to the Pension Plan as men. This is no longer the case (see Rec. 31).

Rec. 60 (Q.376):

That (a) the federal government issue a policy statement to the Ministers of all federal government departments, the heads of Crown Corporations and agencies, and the Speakers of the Senate and the House of Commons, expressing its intention to (i) ensure equality of opportunity in employment for women and the greater use of womanpower, and (ii) undertake short-term special measures where these are necessary to achieve its objectives; and (b) an information programme be undertaken so that management and supervisors at all levels in the Government of Canada be made aware of the government's policy regarding its employment of women?

With respect to part (a) of the Recommendation, a Cabinet Directive was issued to deputy heads of all government departments and agencies in April 1972, directing them to "take steps to encourage the assignment and advancement of more women into middle and upper echelon positions". With respect to (b), this has been effectively implemented through the Cabinet Directive, the departmental activities and the service-wide Committee on Equal Opportunities for Women in the Public Service developed by the Public Service Commission's EOW Office and jointly chaired by the Commission and the Treasury Board, as well as the widespread public attention being focussed on the federal government's equal opportunities program.

Partially Implemented

Re part (a). ACSW has no evidence that the directive mentioned in the government's reply went to heads of Crown Corporations and agencies, nor that "steps" have been undertaken by Crown Corporations and agencies "to encourage the assignment and advancement of more women into middle and upper echelon positions."

Re part (b). In June 1973, program guidelines for further action on equal opportunities for women were sent to all deputy ministers. These guidelines were drawn up by the Office of Equal Opportunities for Women (EOW) to assist departments in implementing effectively EOW policy in the federal Public Service. However, EOW has no jurisdiction over Crown Corporations and agencies.

ACSW has also received complaints that problems continue to exist in regional departmental offices where the government's guidelines on the employment of women are not being adhered to. We urge women's groups to monitor this situation and report cases of perceived discrimination to ACSW.

Rec. 61 (Q.339):

That (a) a Women's Programme Secretariat be established in the Privy Council Office for promoting a programme for equality of opportunity for women in the federal government service and the greater use of their skills and abilities; (b) a Women's Programme Co-ordinator be appointed to each federal government department, Crown Corporation and agency, to the Royal Canadian Mounted Police, the Canadian Forces, and to the staff of the Senate and the House of Commons to promote within the organization the objectives of the Women's Programme and to maintain liaison with the Secretariat; (c) the federal government organizations referred to above be required to give periodic progress reports to the Women's Programme Secretariat of objectives undertaken; and (d) an annual report be tabled in Parliament on the progress being made in the federal government service toward the objectives of the Women's Programme?

This recommendation has been effectively implemented by the following actions: (a) the establishment in the Public Service Commission of the Office of Equal Opportunities for Women whose responsibility it is to stimulate and facilitate career opportunities for women in the Public Service and to maintain a watching brief on equal opportunities for women in the employment policies, practices and procedures of the service. (b) A number of departments and agencies have appointed officers with the responsibility of promoting equal opportunity for women within their departments or agencies. In addition an interdepartmental committee has been established with representatives from 30 departments to co-ordinate activities in this regard. (c) Departmental representatives on the Interdepartmental Committee present quarterly reports on activities within their departments; (d) The annual report of the Public Service Commission includes a section on the Office of Equal Opportunities for Women outlining the progress being made by that office.

Partially Implemented

The main point at issue here is not the way in which this recommendation is being implemented to date. It is the lack of implementation with respect to Crown Corporations and agencies (see also Rec. 43). It should be noted (re part (a)) that the government's decision to establish the Office of Equal Opportunities for Women within the Public Service Commission is logical and effective. Further, one of the three Public Service Commissioners is a woman (see Rec. 164).

Rec. 62

That Chartered Banks (a) make it known that they intend to give women equality of opportunity; (b) eliminate the practice, where it exists, of requiring a longer attachment period for women than for men before promotion to management; (c) ensure that they have a record of women qualified for promotion to be considered as vacancies occur; (d) provide more opportunities for women to participate in both in-service and outside training programmes with the objective of their constituting at least 25 per

No question dealing with Rec. 62 was asked.

Not Implemented

The ACSW has included this recommendation because the federal government has jurisdiction over employment in chartered banks. The ACSW holds that federal legislation must be enacted to end discrimination on the grounds of sex and marital status.

The "Manpower Utilization in Canadian Chartered Banks" study published by Information Canada for the RCSW revealed that the position of women in Canadian chartered banks in 1968 was greatly inferior to that of men. For example:

cent of those trained by 1975; and (e) encourage their women employees to improve their knowledge and capabilities through management training courses and educational courses, such as those of the Institute of Canadian Bankers, in reasonable expectation that successful completion of these courses will lead to opportunities for promotion.

Rec. 65 (Q.340):

That the Canada Department of Labour conduct a survey of the use of homeworkers, including handicraft workers, their wages and their other conditions of employment?

The Department of Labour in its 1972 Survey of Wages and Working Conditions in Canadian Industry asked two questions concerning the use of homeworkers by Canadian industry. Preliminary tabulations of data on these questions are expected about the end of March 1973.

89.7% of women bank employees earned less than \$5,000 per year, while 72.3% of men bank employees earned more than \$5,000 per year; only 0.2% of bank employees earning \$15,000 and more per year were women; out of 326 senior executives, one was a woman. In 1968 there were 29 women bank managers. In 1974 there were 80 women bank managers out of a total of 6,500. While the situation has improved somewhat since this study was completed, the pattern remains unchanged.

Not Implemented

The ACSW holds that this recommendation has not been implemented because the two questions asked in the survey referred to in the government's reply dealt only with information on where these workers were located and the number of such workers in various firms. No attempt has been made to date to obtain data on wages and other conditions of employment. The ACSW requested further details and information received 28 January 1974, only serves to confirm our view.

Rec. 70 (Q.341):

That women as well as men be admitted to the military colleges operated by the Department of National Defence?

It is assumed that the intent of this recommendation is to ensure equality of opportunity for young female applicants who wish to become officers in the Canadian Armed Forces, and that they should have the same opportunity for subsidized training as the cadets at military colleges. Although the military colleges are considered to be a prime source of combat ready career officers, their graduates in fact comprise less than 20 per cent of the annual officer production. Students attending civilian universities under the Regular Officer Training Plan (ROTP) are subsidized to the same degree as are students at the military colleges. Due to the lack of facilities and unsuitability of the type of training available at the military colleges, women are now given equal consideration for subsidized training at civilian universities under the Regular Officers Training Program, the Medical Officers Training Program, the Dental Officers Program, the University Training Plan for Men and the University Training Plan for Officers. The opening of these plans to female applicants is viewed as a means of providing equality in terms of career development.

Partially Implemented

The ACSW commends the Government for the positive steps it has taken in respect of this recommendation. However, women are still not being admitted to military colleges.

Rec. 71 (Q.342):

That the federal government provide special funds for young women and men to acquire university education, such as is provided for young men who attend military college, leading to a degree in fields designated to be of special interest for aid to developing areas, the terms to include commitment to some specified national or inter-national service?

No special program of this type has been established.

Not Implemented

The ACSW is in agreement with the RCSW's recommendation and has no further comment at this time.

Rec. 72 (Q.343):

That the federal government set up committees to review all government publications concerned with the choice of occupations and careers in order to select and use only publications that encourage women to consider all occupations, including those which have been traditionally restricted to men?

Although no committees have been established, all positions are now advertised as open to both men and women. In addition see answer to question 390, (Rec. 21).

Partially Implemented

The ACSW commends the Government for the positive step it has taken in advertising all positions as open to both men and women, and for its actions to remove sex-typing from publications (see recommendation 21). Further action, however, is required to ensure that publications, not just advertisements, encourage women to study and apply for positions in occupations that have been traditionally restricted to men. The ACSW recommends that women's organizations monitor performance.

Rec. 75 (Q.344):

That (a) the federal government in co-operation with the provinces and territories set up a career information service in each local Canada Manpower Centre which would (i) include personnel specially trained to give information to women on occupations, training requirements, financial help available, and labour market conditions and needs, and (ii) insist on the importance of a broad field of occupational choice for girls; and (b) subject to consultation and agreement with the educational authorities, this career information service be offered to all schools of the area?

(a) Canada Manpower Centres provide a career information service through manpower counsellors who are qualified to give information on occupations, training requirements and labour market conditions to all clients, male and female. Where other forms of assistance are indicated to enhance an individual's capability to seek and retain employment, liaison is established with appropriate agencies for the provision of such services. (b) Regarding the provision of a career information service to female students, CMC staff over the years have been visiting schools to provide labour market and other occupational in-

Partially Implemented

Information obtained to date by the ACSW indicates that full implementation of this recommendation is yet to be achieved. However, it should be noted that since the government's reply, the Department of Manpower and Immigration has taken some additional steps. A directive has been issued to all Canada Manpower Centre counsellors which forbids them to practice discrimination on the grounds of sex when referring a worker to an employer, except when indisputable occupational requirements are specified. A nationwide training program for Canada Manpower counsellors to ensur

formation to students and school guidance teachers. In their visits, the counsellors encourage female students to think in terms of a broad range of occupations. In the school year 1971-72, over 1400 secondary schools were visited by manpower counsellors for the purpose of occupational counselling, participation in "Career Days", distribution of literature or the provision of other forms of assistance. Discussions with provinces are planned early in 1973 to improve career counselling of Canadian youth, male and female.

they have the necessary understanding and abilities for counselling women clients will be in operation in the spring of 1974. Five regional consultants have recently been appointed to ensure that Canada Manpower services are provided effectively to women in all parts of Canada. Their responsibilities will include assessing the situation of women in their respective regions; acting as consultants to regional directors-general; establishing contacts with local women's organizations, employers, unions, and federal and provincial departments; investigating complaints from female clients; acting as resource people to CMC counsellors; acting as an information source to the news media and the general public; and finally making recommendations on programs and services. "Careers Canada", a Canada Manpower publication, is being revised to eliminate sex-typing of occupations. Women's groups are urged to monitor performance.

Rec. 78 (Q.345):

That, pursuant to section 3(d) of the federal Fitness and Amateur Sport Act, a research project be undertaken to (a) determine why fewer girls than boys participate in sports programs at the school level and (b) recommend remedial action?

Since July 1972, the Fitness and Amateur Sport Directorate of the Department of National Health and Welfare has had on staff a women's consultant whose duties include, among other things, defining the problems facing women in sport, and establishing programs to alleviate these problems. Since that time the women's program has developed to the point of proposing various needed programs dealing with women in sport in the following areas: (1) Educational programs to ascertain the reasons behind the lack of female participation and programs to alleviate the problem areas; (2) Coaching programs for increasing the quality and quantity of women coaches; (3) Promotional programs such as symposiums, films and printed materials on women in sport; (4) Establishment of an information retrieval center collecting and distributing needed materials on women in sport; (5) Development of women officials for the 1976 Olympics and beyond. With reference to this particular recommendation of the Royal Commission, the above Educational Program will contract the services of physical education experts to: (a) research the present situation and ascertain the reasons why girls do not actively participate in sports; (b) make necessary recommendations to educational boards, physical education departments, and Sport Canada; (c) work through the appropriate channels in the school system to implement recommended programs; (d) establish effective evaluation procedures for the new programs. Implementation of this program is expected to begin in the new fiscal year.

Rec. 79 (Q.346):

That the federal government in co-operation with the provinces and territories ensure that information on the federal Occupational Training for Adults Programme reaches women outside the labour force as well as those employed or actively seeking employment?

The Department of Manpower and Immigration continually reviews its information program, and attention is being paid to whether the information being presented, and the media used are such as to reach women both within and outside the labour force. More specifically, the following action has been taken: Manpower training courses are being advertised nation-wide on the CBC network; arrangements have been made with a market research agency to carry out an attitude and awareness survey of manpower services and programs among women, one of the objectives being the determination of the most appropriate media to be utilized for reaching women.

Partially Implemented

The ACSW has requested further information concerning progress to date and received the following reply on 28 January 1974. In the 1973-74 fiscal year, the Directorate has employed four women to investigate the Canadian sports culture as it pertains to women. Their concerns are: 1) to gather information in an attempt to gain a better understanding of the impediments which deter girls and women from being involved in sports; 2) to redefine various aspects of the existing sports culture to upgrade the status of women in sports; and, 3) to encourage a greater female sports participation at various levels (athletes, coaches and administrators). Their efforts have resulted in a variety of proposed programs: 1) a national conference on women in sports is scheduled for spring 1974, and one of the major topics for discussion and action will deal with the lack of opportunities, programs and motivation for girls' sport participation at the elementary and high school level; 2) a film depicting the meaning and worth of sports participation for girls and women; and, 3) various promotional and research projects are also planned.

Partially Implemented

In order to ensure that women are in a position to compete in the labour market, the Department of Manpower and Immigration is undertaking a review of the Canada Manpower Training Program. This review will assess the effectiveness of the program in meeting women's varied needs, in particular the needs of women entering the labour market. It hopes to examine the accessibility of training in non-traditional fields and will request that research be done on such topics as the possibility of an extension of the training period and an increase in the training allowances. The review should result in specific policy recommendations covering the full range of training programs. The ACSW recommends that top priority be placed on this review in order that existing programs and/or new programs may be developed to meet the special requirements of women.

Partially Implemented

The Government's reply on this recommendation notes that program priorities are determined for each province and territory by the joint Manpower Needs Committee. Priorities and program offerings under the Canada Manpower Training Program (CMTP) thus can and do vary per province or territory. This permits regional needs to be met. However, women's organizations need

Rec. 80 (Q.347):

That the federal government in co-operation with the provinces and territories expand and widely advertise the part-time training programmes offered by the Department of Manpower and Immigration?

The Department of Manpower and Immigration recognizes the importance of part-time training as a means of enabling many women to enter or re-enter the labour force. Part-time training courses are advertised in the local press. The assessment of priority to be given to part-time training under the Canada Manpower Training Program is based on the recommendations of the

Federal-provincial Manpower Needs Committees in each province and territory.

to make their views known to provincial and territorial governments as well as to the Federal Department of Manpower and Immigration.

Part-time training is one of the areas which will be studied in the CMTP review (see Rec. 79). This study may include an examination of all aspects of part-time work by women and a study of the possibility of using a flexible hours arrangement in both training and employment. A study of the special needs of women over 35 years of age sponsored by the Department of Manpower and Immigration, is now in progress. ACSW has requested that it be informed of the findings.

Rec. 81 (Q.348):

That section 3(b) of the federal Adult Occupational Training Act be amended so that full-time household responsibility be equivalent to participation in the labour force in so far as eligibility for training allowances is concerned?

Amendments to the AOT Act have been passed and the new eligibility criterion for training allowances has been implemented effective July 1, 1972. Under the new rules individuals become eligible for training allowances when they become eligible for training. In the July-December 1972 period the number of females entering training courses (under the new eligibility rules) increased by 35 per cent compared to the same period of 1971.

Implemented

The Adult Occupational Training Act as amended 1 July 1972, provides that an adult who has not attended school on a regular basis for any period of at least 12 months at any time since attaining provincial school leaving age, may apply to a Manpower Officer for occupational training. Since 1967, when the Canada Manpower Training Program (CMTP) started, the participation of women has grown from 19.4% in 1967-68 to 29.5% in 1972-73. The elimination of the requirement for a three-year prior participation in the labour force to receive training allowances, which affected housewives and young adults wishing to return to the labour market, has been instrumental in the increase of female trainees in CMTP.

Rec. 82 (Q.349):

That the federal Department of Manpower and Immigration, in co-operation with provinces and territories, develop policies and practices that will result in (a) an increase in the number of women undertaking educational upgrading programmes and training for more highly skilled occupations, (b) the enrolment of women in courses in line with their capacities without regard to sex-typing of occupations, (c) an increase in the number of women training for managerial and technical positions, and (d) the consideration by women of the whole spectrum of occupations before choosing training courses?

A number of steps have been taken by the Department of Manpower and Immigration to implement a policy of encouraging women to consider occupations outside the traditional female ones, and to refer such clients to a broader range of occupations for training and for employment. These steps include the following: A career information service in Canada Manpower Centres is being strengthened by an extensive program to produce reliable and detailed data on current and future manpower requirements and supply, by an automated client information system, by the development of a computer-assisted career counselling system, and by other measures. A position has been established at the Department's Headquarters to provide advice and functional guidance in the matter of employment problems of women. Regarding the sex-typing of occupations, the Department issued instructions to the field to consider female clients for a wider range of courses and to bring these courses to the attention of clients. Further action planned on this matter includes the advising of CMC counsellors to encourage female clients to consider occupations outside traditional female ones; to refer such clients to a broader range of occupations for employment; to ensure that sex-typing of occupations does not occur in its publications or advertising messages; to ensure that its publications will encourage women to consider a broad range of occupations in keeping with the individual's interests and abilities.

Partially Implemented

The study "Training of Women Under the Canada Manpower Training Program" gives 1972-73 statistics to show the proportions of men and women in various Canada Manpower sponsored courses. A higher proportion of the men were enrolled in skill courses while women were twice as likely to be taking basic educational upgrading courses. An equal proportion of both sexes participated in language training courses. The proportion of women in apprenticeship programs was very low and limited to two trades: cooking and hairdressing. Sex-typing of occupational training continues to be evident. Women are over-represented in courses for clerical, secretarial and service occupations and under-represented in courses in managerial and technical areas.

Further, the ten occupational groups in which the majority of women are concentrated pay on the average noticeably less, i.e., \$77.82 per week, than the ten occupational groups where most of the men are concentrated, i.e., \$103.19 per week. The Government's reply notes that "position has been established ... to provide advice and functional guidance in the matter of employment problems of women". In July 1973 the ACSW, while commending the steps already taken, recommended to the Government that this position be reclassified to the SX level to permit the incumbent to participate at the initial policy decision-making level. No action has been taken to date on its recommendation.

Rec. 84 (Q.350):

That the federal government, in cooperation with the provinces and territories, extend the present system of student loans to include part-time students?

The subject of assistance to part-time students is under active consideration by the federal government in close consultation with all provincial governments.

Not Implemented

It should be noted that this recommendation is also the responsibility of provincial and territorial governments. At least one province, Ontario, has extended its student loan program to include part-time students and offers loans to the amount of \$200 per course for part-time students who may take up to three full courses per year. It should be noted that this is a pilot project which will terminate in the spring of 1974.

Rec. 85 (Q.351):

That the federal government, in co-operation with the provinces, provide through the Occupational Training for Adults programme (a) training courses which will lead to a diploma for visiting homemakers for emergency assistance, the planning of which will be in conjunction with local welfare agencies, and (b) training courses leading to a diploma for household workers other than visiting homemakers?

Courses for various categories of household workers, including homemakers have been purchased under the CMTP. Because of the generally poor economic and social status of these occupations, the Department of Manpower and Immigration feels that further expansion of training depends on such factors as the improvement of labour standards and working conditions, market demand and earnings. The

Implemented

Women's organizations should note that (a) the granting of diplomas for visiting homemakers or for household workers and (b) improvements in labour standards, working conditions and earnings for such workers are matters under provincial and territorial jurisdiction.

Department is prepared to enter into discussions with voluntary organizations and provincial agencies with a view to establishing a plan of action for improving conditions in these occupations.

Rec. 86 (Q.352):

That women be given the same opportunity as men to participate in any programmes at present or in the future, that are sponsored by government for the retraining and rehabilitation of rural people, such as those begun under the Agricultural and Rural Development Act (ARDA)?

The Adult Occupational Training Act, as amended July 1, 1972 provides that an adult who has not attended school on a regular basis for any period of at least twelve months, at any time since attaining provincial school leaving age, may apply to a manpower officer for occupational training, and the manpower officer may arrange training suitable for that adult, that will increase his or her earning capacity or opportunities for employment.

Further, the Canada Agricultural Manpower Committee, a federal-provincial body, has accepted the task of informing and encouraging rural Canadians, particularly farmers, vis-a-vis the availability and value of agricultural training courses which may be undertaken within the Canada Manpower Training Program, in co-operation with the respective Provincial departments of agriculture and education. The principles this committee has accepted include the need to re-structure courses to meet the needs of women, and to offer training priority to the farm-family partner who has primary responsibilities for the functions covered by the training undertaken. Moreover, all women, both rural and urban dwellers, may apply for training under the Canada Manpower Training Program and be considered for training that is commensurate with their abilities and aspirations.

As concerns the Agricultural and Rural Development Act, it has been and will continue to be the policy and practice of the Department of Regional Economic Expansion to attempt to ensure that women are given the same opportunity as men in relation to retraining and rehabilitation available under ARDA and other programs affecting rural people. ARDA cost-sharing agreements signed with the various provinces contain specific clauses to safeguard against discrimination in employment by reason of race, sex, religion, national origin, color, or political affiliation, as well as other provisions designed to ensure the equitable application of the agreements to all eligible people. While these agreements assign to the provinces, not the federal government, the direct responsibility for the implementation of the various programs, it should be emphasized that no complaint has been received by the Department of any discrimination in their application.

Rec. 88 (Q.353):

That the Department of the Secretary of State, through its Citizenship Branch, in co-operation with the provinces and territories, (a) conduct surveys in all areas of Canada where immigrants are settling to ascertain the special educational needs of immigrant women, (b) suggest programs by which these needs could be met, (c) make these needs and programs known to voluntary workers in the community, and (d) assist volunteers in the implementation of these training programs?

(a) The Citizenship Branch of the Department of the Secretary of State has made recent studies of the needs of immigrants, including immigrant women, in all areas of Canada where immigrants are settling. (b) Programs by which these needs could be met are under study. (c) and (d) The regional liaison officers of the Citizenship Branch work closely with voluntary organizations in the community assisting in the adjustment of immigrants. As studies are completed and programs are developed regional liaison officers employ them in their work with the voluntary sector.

Rec. 89 (Q.354):

That the federal government, in co-operation with provinces and territories, review language training programs in order to ensure that the needs of immigrant women are being met?

The Department of the Secretary of State is reviewing its language training agreements with the provinces to ensure that they adequately meet the needs of immigrants, including immigrant women. Preliminary discussions have been with most provinces on this matter.

Rec. 90 (Q.355):

That the federal government, in co-operation with the Northwest Territories, make sure that the education program in relation to housing is continued?

Home management supervisors have been working in the Baffin and Keewatin regions for several years for that express purpose and in both areas Eskimo women trainees work closely with the Supervisors with a view to taking over this responsibility as sufficient training is completed. Similar positions have now been established in the Fort Smith region and five

Implemented

While assessing this recommendation as implemented, the ACSW notes that access to training programs may not necessarily solve the problems faced by rural women. In many rural areas, whether the economic base is agriculture, fishing, forestry or another primary resource, job opportunities do not exist. Further, since the Government's reply notes provincial and territorial involvement in policy decisions and their responsibility for implementation of some of these programs, women's organizations may wish to make their views known to their respective provincial and territorial governments.

Partially Implemented

The Government's reply indicates that the recommended studies are underway. On 27 November 1973, the ACSW requested further information on them, including expected date of completion and release. No reply has been received as of 1 February 1974, although informal contacts indicate some progress.

Partially Implemented

On 27 November 1973, the ACSW requested further information. No reply has been received as of 1 February 1974, although informal contacts indicate some progress.

Partially Implemented

Because of the vagueness of the government's reply, the ACSW requested further information. The reply received on 31 January 1974 indicates that the program is continuing to some degree. The degree of federal involvement and support is not clear.

trainee positions approved, all native northern women, to undergo training which will qualify them to take over senior positions in this field.

Rec. 92 (Q.356):

That the federal government encourage Eskimo and Indian women to take training in adult education for work in the northern communities?

The Department of Indian Affairs and Northern Development has been successful in attaining the support of a number of agencies for adult basic education and up-grading programs. Band councils, social committees, local school boards, provincial Departments of Education, Canada Manpower and others share in the planning, organization, administration and financing of these programs. More programs involving more women are being developed at present and it is hoped that the number of native women participating in such programs will increase substantially in the near future.

Rec. 93 (Q.294):

That the federal government (a) provide expanded, comprehensive courses for all public officials and employees and their spouses, working with Indians and Eskimos, to familiarize them with the cultures and traditions of the native people, including training in the native languages; (b) make available to Indian and Eskimo women education courses to provide at least functional literacy in either French or English; (c) encourage native women to participate in school planning and programming, and to serve on school advisory committees; (d) where it is not already being done, train native women as teachers and teachers' aides; (e) provide that teachers' colleges give special training courses in the instruction of English or French as a second language to Indians and Eskimos; (f) make sure that teachers' colleges provide courses in Indian and Eskimo culture, including training in the native languages for teachers planning to work with native people; and (g) make every effort to train Indians and Eskimos to provide the educational services in Indian and Eskimo communities now being performed by non-Indian and non-Eskimo public servants?

(a) New employees entering the Department of Indian Affairs and Northern Development are given orientation and training concerning native cultures. There are 150 Indian dialects and 25 Eskimo dialects which create obvious difficulties. However, an increase in the number of Indian employees who have fluency in a major Indian language has alleviated the situation. Many courses are now made available through the education departments and universities.

(b) The Department of Indian Affairs and Northern Development conducts a variety of courses in French and English for both Indian and Eskimo women. Literacy programs for women working outside the home are organized in conjunction with the Canada Manpower Assistance Plan. Courses are also conducted in the evenings on reserve and in the Northern settlements for women in the home.

(c) The Department of Indian Affairs and Northern Development endorses the recommendation that native women participate in school planning and program. A number of school committees have been appointed to date by Band Councils and both women and men serve on these boards. In many regions, Indian women take an active part in parent/teacher association and home and school work association.

(d) Various programs are available to Indian Women interested in becoming teachers' aides. One of the training programs is in Manitoba where Indian women are being trained as aides to Kindergarten teachers. In 1969-70, the last year for which we have accurate figures, 26 Indian women were trained as kindergarten aides in the Manitoba Program. All of the trainees were given appointments. Similar programs are available in other regions and the knowledge of the native language which these people have is extremely valuable in enabling closer communication between the school, the pupils and the community.

While the Department is not a teaching college as such, it has with the assistance of Canadian Universities and the general public, encouraged the development of programs similar to the IMPACTE program at Brandon University.

(e) Various summer courses and training programs are conducted at Universities for teachers who are involved in the instruction of English and French as a second language. In Ontario for example summer courses were held in 1970 at the University of Western Ontario and at Trent University, and full year courses were offered at the University of Alberta and the University of Manitoba in their teaching program.

As teacher colleges come under the jurisdiction of the provincial government, we can endorse this recommendation and encourage special courses in this regard.

(f) Representatives from this Department have made contact with the Canadian Teachers' Federation and Provincial Teachers' Federation with a view to increasing the interest of the teaching profession as a whole in the Native cultures.

Universities right across Canada have developed extension courses in Indian and Eskimo Culture for persons interested in

Partially Implemented

The ACSW requested further details and was informed on 31 January 1974 that "in the Northwest Territories, four people (of Inuit or Indian ancestry) are trained to give adult education training". We have been advised that further information will be available at a later date.

Partially Implemented

Re part (a). While commanding the government for giving "orientation and training concerning native cultures" to new employees, the ACSW notes that this recommendation apparently has not been implemented with respect to spouses and long-standing employees.

Re part (b). Fifty courses are currently offered, including academic upgrading, language courses, and occupational courses (carpentry, masonry, etc.). About 300 people are enrolled and the success rate is high.

Re part (c). In the Northwest Territories, participation in school advisory committees is high but ACSW has no information concerning native participation on school boards or advisory committees in the provinces.

Re part (d). To date, ACSW has seen no figures to indicate more than partial progress in training native women as teachers' aides and little or no progress in training as teachers.

Re part (e). There is no clear evidence that much progress has occurred.

Re part (f). Considerable progress appears to have been made as evidenced by the steps taken as mentioned in the government's reply. Also, special courses funded by the federal government are being provided for new teachers planning to work with Native people.

Re part (g). I.A.N.D. at present has 135 Indian teachers and 147 teacher aides, the majority of whom are females.

In addition, 297 Indians are training to become teachers, in officially recognized training programs. These figures indicate that a beginning has been made but the fact remains that the great majority of those employed to provide educational services in Indian and Inuit communities are of non-Native ancestry.

teaching Indian children. In many cases, Indians act as resource persons. These courses include not only aspects of the culture, but also the social and economic background so that the teachers of Indian students become a provincial responsibility.

We will continue to provide an increase in special training for teachers of Indian students in federal schools and, by agreement with the provincial governments, insist that special training and special education be given to the teachers of Indian students who become a provincial responsibility.

(g) In recent years several Indian people have assumed administrative positions in education with the department and it has helped to increase the number of Indian and Eskimo people providing educational services to Indian and Eskimo communities.

Rec. 96 (Q.296):

That the federal government in co-operation with the territories, include individual native women, as well as couples, in the program under which Eskimos and Indians are brought south on learning trips?

The federal government, in co-operation with the Territories, has always included individual native women as well as couples in the program under which Eskimos and Indians are brought south on learning trips. One of the first was a project entitled "Southern Exposure" under which a married Eskimo couple elected by the people from each of the settlements in Arctic Quebec visited many parts of southern Canada, and this practice has been carried on by the Northwest Territories Government with considerable success. The Northwest Territories has sponsored on several occasions groups of native ladies comprised of representatives from various northern communities to attend the Voice of Native Women conferences in Alberta and included in these projects were special educational tours. They also make a regular grant to the Women's Institute in order that they may retain a person full-time in the Territories. The Northwest Territories will shortly be sponsoring a conference of 20 women from all parts of the north in Yellowknife prior to their going to Vancouver for a Women's Institute meeting and related educational tours.

Rec. 97 (Q.295):

That the federal government, in co-operation with the territories ensure that management training programs in the operation of co-operatives and small business enterprises be made available to native women as well as to men and be expanded to fit the growing needs of the northern communities?

The Department of Indian Affairs and Northern Development: 1) works through provincial agencies for co-operatives, where such are set up, by supporting their services and supplementing such when necessary; 2) arranges for service contracts if provincial services are not available; 3) provides assistance directly when no other source of services are available; 4) provides co-operative education and training facilities where necessary.

In the Northwest Territories management training programs in the operation of cooperatives and small business enterprises are, and always have been, available to native women as well as men and every effort is being made to expand such programs to fit the growing needs of native communities.

In the Yukon Territory the first phase of a small business management course was instituted in February 1972. The course was sponsored by the Yukon Vocational Training Centre and financial assistance received from Manpower and this department. This first 5-month phase consisted of upgrading the candidates to the grade 10 level via group sessions and visits by community members in government, legal and commercial areas. Women as well as men and husband/wife teams participated and 50 per cent of the initial course enrolment was native women. A second five-month course began in September 1972 and 60 percent of the people expected to complete the course are women.

Rec. 99 (Q.357):

That the Governments and organizations which plan to use the Canadian satellite telecommunications system (a) consult knowledgeable women as to the types and quality of programs and the hours of scheduling in order to meet the needs and convenience of women in Canada and

Representatives of the English Services Division, the French Services Division and of Engineering Headquarters have been designed to study means of implementing applicable recommendations of the Report of the Royal Commission. Additionally, qualitative and quan-

Implemented

While this recommendation has been implemented, the ACSW holds that the RCSW's recommendation did not go far enough in terms of specifying the content and function of such learning experiences. ACSW would like to note that more could be done to facilitate the participation of Native women from the north in all types of educational and learning experiences through the provision of homemaker and child-care services.

Partially Implemented

ACSW sees the intent of this recommendation being to involve Native women as well as men fully in the economic life and commerce of northern communities. While some steps have been taken, as indicated in the government's reply, this goal has not yet been achieved. Note should also be taken of the fact that small businesses often cannot compete economically in the north. The same comment applies to small co-operatives.

Not Implemented

As the Government's reply indicated that some action had been taken, the ACSW requested further information. The reply received on 28 January 1974 states: "The Canadian Satellite Telecommunications System is a system of distribution rather than a type of broadcasting.

(b) include women professionals and specialists in all branches of program production and broadcasting so that women will have equal opportunities with men in the development, operation and use of this new medium?

Rec. 101 (Q.358):

That federal, provincial, territorial and municipal governments provide financial assistance to citizens' committees operating Citizen's Information Centres?

titative assessments of the present situation within the CBC have gone forward to the Coordinator, Status of Women. Measures to give effect to the above mentioned recommendation are part of the objectives for CBC personnel relations for 1973/74.

This recommendation could possibly be addressed to the Department of Communications or Telesis Canada rather than to the Canadian Broadcasting Corporation. The answer to question 357 (Rec. 99) refers to studies being done on all the recommendations of the Royal Commission."

Rec. 102 (Q.314):

That the federal government enact legislation establishing 18 years as the minimum for marriage?

Following the recommendation of the Royal Commission on the Status of Women, the Citizenship Branch of the Department of the Secretary of State has provided financial assistance in the amount of \$97,942 to citizens' committees operating citizens' information and referral centres. The money has been distributed as follows:

Fiscal year 1971-1972: Hamilton & District Central Information Centre, Ontario, \$15,000; Community Information Service of Ottawa/Carleton, Ontario, \$10,000; Community Information Service, Russell, Manitoba, \$8,000; Centre de référence et d'information de Sherbrooke, Quebec, \$8,000; Information London, Ontario, \$6,000; Total, \$47,000

Fiscal year 1972-1973: Thorncliffe Information Post-Toronto, Ontario, \$1,500; Weston Information & Referral Centre-Toronto, Ontario, \$6,500; Rexdale Community Information Directory, Toronto, Ontario, \$5,000; Bloor-Bathurst Information, Toronto, \$3,000; Information Scarborough, Toronto, Ontario, \$2,500; Sudbury and District, Sudbury, Ontario, \$2,000; Agincourt Community Services, Agincourt-Toronto, Ontario, \$2,000; Community Information Service, Minnedosa, Manitoba, \$2,500; Chimo Help Centre, Fredericton, New Brunswick, \$6,000; Information Abitibi-Témis, Rouyn, Quebec, \$5,000; Community Integration, Montreal, Quebec, \$6,000; Total, \$50,942; Grand Total, \$97,942.

Rec. 103 (Q.315):

That the federal government change its passport application forms in order to indicate that a married woman may obtain her passport either in her maiden surname or in the surname of her husband?

The question of the minimum age for marriage is being studied at the present time by the Department of Justice and the Law Reform Commission. The question was also studied at the last annual meeting of the Conference of Commissioners on Uniformity of Legislation. The Conference recommended on August 22, 1972 that the minimum age for marriage be fixed at 16 for both sexes and that consent be required prior to the marriage of persons under 18 years of age.

The Passport Office began distributing new passport application forms to the public in September, 1972. The revised form "A" advises that passports are normally issued in a woman's married name, but invites a married woman who wishes to have her passport in her maiden name to write the Passport Office for this service.

Rec. 104 (Q.316):

That the federal government modify its policy so that a woman need not apply for a new passport after marriage unless she wishes to obtain it in her husband's surname?

This is existing policy. In addition, a new procedure will be introduced shortly as soon as an amended free schedule has been published to allow a married woman to add her married name to a valid maiden name passport.

Rec. 106 (Q.317):

That the Indian Act be amended to allow an Indian woman upon marriage to a non-Indian to (a) retain her Indian status and (b) transmit her Indian status to her children?

1. Amendments to the Indian Act would result in fundamental changes in the criteria governing entitlement to Indian status and to membership in Indian bands. Because there is a case before the

Implemented

The Department of the Secretary of State, Citizenship Branch has a Community Information Centres Office whose budget for fiscal year 1973-74 was \$114,000. Funds for Community Information Centres are separate from those for Women's Centres, which are handled by the Women's Program Section.

Not Implemented

ACSW holds that the minimum age of 16 recommended by the Conference of Commissioners is too young and agrees with the RCSR recommendation that the minimum age for marriage should be 18 years for both males and females. For a more detailed analysis of this question, consult the RCSR report, chapter 4, part a, page 230. Women's organizations should make their views known to the Department of Justice and the Law Reform Commission.

Implemented

As indicated in the Government's reply, a married woman, if she wishes, may obtain a passport in her maiden name. To do so she must provide evidence that she uses her maiden name publicly. This evidence may consist of either: 1) legal documents e.g., social insurance card, driver's licence; or 2) a statutory declaration from two persons stating that she is using her maiden name.

The ACSW holds that new changes are now needed to eliminate the extensive questioning of women concerning their previous marriages. Section 8 of the passport application form requires married women to give "details of your marriage(s) ... in connection with identity, citizenship, custody of children." Similar questions are not asked of married men (see also Rec. 104).

Implemented

The new schedule has been issued and reviewed. ACSW objects, however, as in recommendation 103, to the details required from married women. We suggest a substitute wording in the regulations such as "list any other names by which you were previously or are currently known" and that this be applicable to males as well as females.

Not Implemented

The ACSW holds that section 12(1)(b) of the Indian Act discriminates on the grounds of sex and recommends its immediate deletion by Act of Parliament from the Indian Act.

Supreme Court on this matter the government cannot take any action until a decision has been reached.

On 27 August 1973, the Supreme Court of Canada in a five to four decision ruled against Jeannette, Lavell and Yvonne Bedard. The reasons of the Court were summarized by Mr. Justice Ritchie.

"To summarize the above, I am of opinion: 1. that the *Bill of Rights* is not effective to render inoperative legislation, such as 12(1)(b) of the *Indian Act*, passed by the Parliament of Canada in discharge of its constitutional function under s.91(24) of the *B.N.A. Act*, to specify how and by whom Crown lands reserved for Indians are to be used;

2. that the *Bill of Rights* does not require federal legislation to be declared inoperative unless it offends against one of the rights specifically guaranteed by section 1, but where legislation is found to be discriminatory, this affords an added reason for rendering it ineffective;

3. that equality before the law under the *Bill of Rights* means equality of treatment in the enforcement and application of the laws of Canada before the law enforcement authorities and the ordinary courts of the land, and no such inequality is necessarily entailed in the construction and application of s.12(1)(b)."

Rec. 109 (Q.318):

That the Criminal Code be amended so that the wife may be held to support her husband in the same way that the husband may be held to support his wife?

The Minister of Justice is prepared to recommend the repeal of this section the next time that general amendments to the Criminal Code are being considered by the government. He considers that support is properly a civil rather than a criminal matter.

Not Implemented

ACSW urges swift action by government on this and other Criminal Code amendments proposed by the Royal Commission on the Status of Women.

The section of the Criminal Code referred to in this recommendation is 197(1)(a) and (b). Under this section, every parent is liable for the support of his/her children and every husband for the support of his wife. From the principle that marriage is a partnership, it should follow that this law apply to women as well as to men. It is not clear that considering this to be a civil matter will improve the situation.

Rec. 113 (Q.319):

That the Divorce Act be amended so that the three-year separation period provided in Section 4(1)(e)(i) be reduced to one year?

Consideration is being given to this recommendation together with other proposed amendments to the Divorce Act. It is probable that amendments to the Divorce Act will not be proposed until after a report on the Act has been received from the Law Reform Commission of Canada.

Not Implemented

Re Section 4(1)(e) (i). The Canadian Law Reform Commission has developed a major research effort in family law. This project has been concentrating on two main problems: 1) matters of procedure, and 2) matters of substance. The first is a question of whether Canada should have unified family courts. At present, e.g., divorce petitions may be heard in one type of court, maintenance and property disputes in another, and cases of juvenile delinquency and child neglect in yet another.

The second problem on which the project is currently engaged is the reform of the law of divorce. It deals with various questions including: how far do the grounds for divorce now recognized by law represent the needs of contemporary society; the costs of divorce; the protection of children in nullity and divorce proceedings; the Divorce Act's provisions on maintenance; and the disposition of property in nullity and divorce cases.

The ACSW recognizes the value of the work being undertaken by the Law Reform Commission. However, the ACSW is in agreement with the RCSW in recommending that the three-year separation period be reduced to one year and urges that the government take action on this recommendation at the next session of Parliament.

Rec. 114 (Q.320):

That the Divorce Act be amended so that the words "educational needs" be added to the list of exceptions where the maintenance of children over the age of 16 years may be ordered as a charge falling to the parents?

None. The courts have held that maintenance may be ordered for children over the age of sixteen who are attending school or university. This legal position has been upheld by the Supreme Court of Canada in the case of *Jackson v. Jackson* in a judgment given October 18, 1972.

Implemented

ACSW agrees with the RCSW that such support should be available.

Rec. 115

That fees for the care of children in day-care centres be fixed on a sliding scale based on the means of the parents.

No question dealing with Rec. 115 was asked.

Implemented

ACSW would like to point out that this recommendation has been facilitated at the federal level. Recent federal government action under the Canada Assistance Plan permits implementation by the provinces of the intent of this recommendation. Information on the federal

Rec. 117 (Q.321):

That the National Housing Act be amended to (a) permit the making of loans for the construction, purchase and renovation of buildings for day-care centres, and (b) permit the inclusion of space for day-care centres in housing developments, including university buildings, for which loans are made under the Act?

Rec. 118 (Q.322):

That the federal government immediately take steps to enter into agreement with the provinces leading to the adoption of a national Day-Care Act under which federal funds would be made available on a cost-sharing basis for the building and running of day-care centres meeting specified minimum standards, the federal government to (a) pay half the operating costs; (b) during an initial seven-year period, pay 70 per cent of capital costs; and (c) make similar arrangements for the Yukon and Northwest Territories?

Rec. 120 (Q.323):

That the Department of National Health and Welfare offer an extension of advisory services to the provinces and territories through the establishment of a unit for consultation on child-care services?

Rec. 121 (Q.324):

That birth control information be available to everyone?

With respect to (a) the proposed amendments to the National Housing Act (Bill C-133, which was given first reading in Parliament on January 30, 1973), include a provision for grants and loans to municipalities for Neighbourhood Improvement Programmes. These programs to be undertaken through federal-provincial agreement, will have as objectives the conservation and improvement of stable residential areas inhabited by low and moderate income people, the improvement of community planning processes and the promotion of higher quality community environments. It is intended that Day Care Centres will qualify under this proposal. With respect to (b) the National Housing Act already provides that all housing projects financed under the various sections of the Act may include appropriate space for purposes other than housing, such as Day Care Centres, in projects that provide family accommodation. This would include housing for married students.

The federal government has acted on the intent of this recommendation by providing both the funds necessary to expand the number of day-care centres and by ensuring that certain standards are met. Recent amendments to the Canada Assistance Plan Regulations extend the scope of sharable costs to cover total operating costs, including depreciation on equipment and facilities, as well as purchase of furnishings and equipment. The provisions of the plan apply to all provinces, the Yukon Territory and Northwest Territories. In addition, a grant has been approved under the National Welfare Grants program to the Canadian Council on Social Development to conduct a study which has, as its goal, the establishment of national guidelines. Staff of the National Day Care Information Centre are co-operating with the Canadian Council on Social Development in this undertaking.

Consultative services for child welfare and other related child care services have been available to the provinces and territories under the Canada Assistance Plan since 1966. In addition, a National Day Care Information Centre has been established with a full-time consultant on day care services as well as support staff. The recommendations of the Royal Commission on the Status of Women were a major factor in the decision to establish the centre. Furthermore, the Department of Health and Welfare has provided a grant for and is participating in a study by the Canadian Council on Social Development designed to develop guidelines for Day Care Services.

It was largely in response to recommendations made by the Royal Commission on the Status of Women that the federal government in July 1970 approved the establishment of a federal family planning program whose mandate includes the dissemination of birth control information to all Canadians who desire it.

government's participation in the Canada Assistance Plan may be obtained from the Director General, Canada Assistance Plan, Health and Welfare Canada, Ottawa, K1A 1B5.

However, ACSW holds that this recommendation of the RCSW did not go far enough. It considers the whole issue of day and child care services to be crucial. Additional steps are required and ACSW urges women's groups to push for further action.

Implemented

Royal assent was given to Bill C-133 on 25 June 1973 and its provisions have now been written into the National Housing Act. Prior to this change, the Act provided that all housing projects financed under various sections of the Act could include appropriate space for purposes other than housing. With the implementation of Bill C-133, the word "day care" is used specifically for the first time (see Rec. 115).

Partially Implemented

See comments to Recommendation 115. Further, prior to the 1972 amendments to the Canada Assistance Plan, federal funds available on a cost-sharing basis were given only to cover staff salaries, research, and related staff costs. As of November 1972, the federal government shares in the total operating costs of day care centres, i.e., rent, facilities, etc. It does not give capital grants but provides indirect subsidies by sharing in depreciation of facilities. The ACSW notes that federal funding is still applicable only to low-income groups, namely: 1) those requiring welfare assistance; and 2) those groups falling under the "Welfare Services Provision" (i.e., those "most likely to become in need"). Standards for the provision and operation of day care centres are the responsibility of the provinces. The study to establish national guidelines mentioned in the government's reply has been completed and the report "National Guidelines for Day Care" may be obtained from: Canadian Council on Social Development, P.O. Box 3505, ST. C, Ottawa, K1Y 1E5, \$2.00 per copy.

Implemented

Further information is available free from: National Day Care Information Centre, Health and Welfare Canada, Ottawa, K1A 1B5.

Implemented

A family-planning council which is part of the Social Allowances and Services Branch of Health and Welfare Canada, came into existence early in 1972. One of its responsibilities is the development and dissemination of information on family planning which is distributed on request to provincial departments, private groups and individuals.

Response to the Family Planning Grants Program in its first year of operation has indicated a wide interest. All of the allocated funds (\$1,150,000)

for fiscal 1972-73 were disbursed, with grants being made to universities, provincial and municipal departments and associations in nine provinces. \$1,250,000 was allocated for the fiscal year 1973-74. It appears that all these funds will also be disbursed.

Between April 1972 and December 1973, more than 960,000 pieces of literature were requested by, and distributed to almost every part of the country.

Information on the Family Planning Council and literature may be obtained from: Family Planning Division, Health & Welfare Canada, Ottawa K1A 1B5.

It should be noted that the ACSW has received comments from family planning experts who believe that the federal government is not providing sufficient funds to give this information to all Canadians. The ACSW urges interested women's groups to monitor this situation.

Rec. 122 (Q.325):

That the Department of National Health and Welfare (a) prepare and offer birth control information free of charge to provincial and territorial authorities, associations, organizations and individuals and (b) give financial assistance through National Health grants and National Welfare grants to train health and welfare workers in family planning techniques?

(a) As part of the federal family planning program, the Department of National Health and Welfare, through its Family Planning Division, provides on request, birth control information free of charge to provincial, territorial and municipal authorities, to voluntary associations and organizations, and to individuals. (b) This program offers financial assistance on a project basis to provincial, territorial, and municipal governments, to voluntary associations and organizations, and to universities for family planning services and demonstration, research and training projects such as the training of health and welfare workers in family planning techniques.

Implemented

The ACSW commends the federal government for its initiative in implementing its part of Recommendations 121 and 122, but notes that there may be further action required.

Rec. 124 (Q.326):

That the criminal law be clarified so that sterilization performed by a qualified medical practitioner at the request of his patient shall not engage the criminal responsibility of the practitioner.

The Minister of Justice would take the position that sterilization is a matter for medical discretion and that sterilization performed by a qualified medical practitioner at the request of his patient does not "engage the criminal responsibility of the practitioner". Therefore, it is considered that no action is required to clarify the criminal law in respect of sterilization.

Implemented

The ACSW is in agreement with the government's reply.

Rec. 126 (Q.327):

That the Criminal Code be amended to permit abortion by a qualified medical practitioner on the sole request of any woman who has been pregnant for 12 weeks or less?

The government is giving no consideration to amendments relating to abortion beyond those introduced in 1970.

Not Implemented

A majority of ACSW members have voted in favour of recommending that abortion be removed from the Criminal Code and it has advised the government of this position.

Rec. 127 (Q.328):

That the Criminal Code be amended to permit abortion by a qualified practitioner at the request of a woman pregnant for more than 12 weeks if the doctor is convinced that the continuation of the pregnancy would endanger the physical or mental health of the woman, or if there is a substantial risk that if the child were born, it would be greatly handicapped, either mentally or physically?

The government is giving no consideration to amendments relating to abortion beyond those introduced in 1970.

Not Implemented

See comments to Recommendation 126.

Rec. 130 (Q.329):

That the federal Income Tax Act be amended in order that (a) the extra exemption allowed the taxpayer for the dependent spouse be reduced from the present \$1,000 to \$600 when the dependent spouse is under 60 years of age, and (b) the extra exemption allowed the taxpayer for a dependent spouse be the same as the individual personal exemption, when a dependent spouse is aged 60 or over?

Since the Report of the Royal Commission on the Status of Women, the federal Income Tax Act has been amended to provide that the Basic exemption to a taxpayer be \$1500 and the additional exemption to a taxpayer who supports his spouse be \$1350. The recent budget proposed that these amounts be increased to \$1600 and \$1400 respectively. The amount of the additional exemption is not dependent of the age of the dependent spouse.

Implemented

The basic exemption to a taxpayer is now \$1,706 and the additional exemption to a taxpayer who supports a spouse is \$1,492 (Jan. 1974).

Rec. 131 (Q.330):

That a federal annual taxable cash allowance in the order of \$500 be provided for each child under 16 to be paid in monthly instalments to the mother as under the present Family Allowance system?

Action has already been taken in relation to this proposal. Bill C-170 before the last Parliament proposed to pay a federal annual taxable cash allowance in the order of \$180 or \$240 for each child under 18 in monthly instalments (of \$15 and \$20) to the mother. These allowances would be taxable in the hands of families with incomes above \$4,500 at a special tax rate to be applied in advance of payment. This Bill did not receive third reading.

Further plans to improve the family allowances

Partially Implemented

Bill C-211 received Royal Assent 12 December, 1973. It provides that an average of \$20 per month be allocated by the federal government for both family and youth allowances for children up to the age of 18. Each province may vary this rate according to the number and ages of children in a family but the average rate of payment must be \$20 per month and the minimum payment must be \$12 per month. However, the ACSW holds that this is not full implementation of the recommendation.

program are now being considered and will be presented to Parliament in the near future. An allowance of \$500 a year (\$41.67 a month) would entail a gross expenditure (before taxes) of \$3.4 billion a year in place of the \$640 million allocated for this purpose.

Rec. 132 (Q.331):

That the federal Income Tax Act be amended in order that husband and wife form a taxation unit and be permitted to aggregate their incomes, under a special tax rate schedule, in a joint return signed by both spouses with the option to file separately if they so desire?

This is a matter of tax policy. If the Government should decide to recommend an amendment to this portion of the Income Tax Act it would be announced in the usual way.

Rec. 135 (Q.332):

That a guaranteed annual income be paid by the federal government to the heads of all one-parent families with dependent children?

The Department of National Health and Welfare is giving serious consideration to ways and means of improving social benefits to people other than those in the age group of 65 and over, who already benefit through a guaranteed income supplement to the Old Age Security pension. Various low income populations are being looked at including one-parent families with dependent children. Various alternatives are being considered which will provide economic security without limiting the freedom of option for heads of one-parent families with dependent children. These will be discussed with the provinces during the course of the over-all review of the social security system commencing with the federal-provincial conference of Welfare Ministers in April. In addition, federal-provincial co-operation will be necessary to develop appropriate programs so that specific groups such as one-parent families will receive the requisite social as well as economic supports. There is growing impetus to the development of day care services; children of one-parent families have priority access to publicly supported centers.

Rec. 136 (Q.333):

That (a) the Guaranteed Income Supplement of the Old Age Security benefits be increased so that the annual income of the recipients is maintained above the poverty level, and (b) the Supplement be adjusted to the cost of living index?

This recommendation has been effectively implemented. Following the budget of May 1972, the OAS/GIS was raised to \$150 monthly for a single pensioner, and \$285 monthly for a married couple. Bill C-147, presently before the House, would again raise the level to \$170 for a single person (\$2,042 annually) and \$325 monthly for a married couple (\$3,515 annually). Although there is no existing statistical concept of poverty in Canada, Statistics Canada has established low-income cut-offs which have been used to delineate low-income families from other units. For the year 1972, these were set at \$2,110 for a single person and \$3,516 for a couple. It should be noted that the above annual income of \$3,895 is greater than that of a family where the bread-winner earns the provincial minimum wage, (the exception to this case exists in British Columbia where a provincial supplement has raised the total pension to \$4,800 for a couple over 65.) It is also significantly higher than what a two unit family, whose members are under 65 years of age, would receive in direct social assistance payments in all provinces. In May of 1972 Parliament revised the Old Age Security Act so as to adjust both the Old Age Security pension and the Guaranteed Income Supplement according to annual changes in the consumer price index.

Rec. 137 (Q.334):

That the federal government in co-operation with native people, establish or expand friendship centres directed and staffed by people of Indian, Métis or Eskimo ancestry, to provide needed services?

Upon the recommendation of the Royal Commission on the Status of Women, the Citizenship Branch of the Department of the Secretary of State instituted a five year program to establish, support and develop friendship centres for native

Not Implemented

ACSW is obtaining further information on the proposed Income Tax amendments. It should be noted that various tax experts have advised the ACSW that the present system based on the individual as the unit of taxation has advantages for women that might be lost if this recommendation of the RCSW were followed. ACSW would welcome comments from women's groups.

Not Implemented

ACSW is not prepared to comment at this time on this recommendation which involves very complex areas of consideration. It should be noted that a federal provincial pilot project on guaranteed annual income is taking place in Manitoba. ACSW urges women's groups to undertake further study of this recommendation. Two documents are available with which all persons interested in incomes of single parent families should be familiar: 1) The federal government's "Working Paper on Social Security" published April 1973 and available from Information Canada. 2) The critique published November 1973, "Incomes and Opportunities: Commentary by the National Council of Welfare on the Government of Canada's Working Paper on Social Security". This may be obtained by writing to: The National Council of Welfare, Brooke Claxton Building, Ottawa K1A 0K9.

Implemented

Bill C-147 received Royal Assent on 5 April 1973. Note that the provision in the Old Age Security Guaranteed Income Supplement (OAS/GIS) Program for automatic escalation of benefits to take account of increases in the consumer price index, originally called for this escalation to take place on an annual basis. In response to a rate of inflation of 4.5% in the first seven months of 1973, which threatened to reduce drastically the real value of these benefits, the government has now provided for this adjustment to take place every three months. (Bill C-219)

However, the National Council of Welfare in its report, "Incomes and Opportunities", points out that there is "no reason why increases in benefit levels under social security programs should escalate only with the cost of living index". It is far more reasonable that these should be tied to the index of per capita personal disposable income — the increase after taxes of the average Canadian's income.

When social security benefits are escalated by only the increase in the cost of living index, their value remains constant in terms of actual purchasing power but declines relative to general community standards. For example, in 1971, while the average Canadian's income increased by 8.6%, the incomes of those on OAS/GIS benefits which are indexed to the cost of living would have increased by only 5.0%. The National Council of Welfare recommends in its report that benefit levels under this and other social security programs must be tied to a standard such as the index of per capita disposable income. ACSW holds that this recommendation deserves serious consideration.

Implemented

For the 1973-74 fiscal year, the following funds have been allocated for friendship centres by the Department of Secretary of State: Core funding—\$1,400,000; Communications — \$67,000; Capital Funds — \$450,000; Training Conferences —

people. This program includes core funding of friendship centres for the first two years of operation, a capital fund to improve the present facilities of friendship centres, and a personnel training fund to secure development opportunities for friendship centre staff. Native people are encouraged to participate in all levels of administration and are, in fact, very active in the entire movement. At present forty-one (41) friendship centres have been funded under this program and are located in Quebec, Ontario, the western Provinces and the Territories.

Rec. 138

That two qualified women from each province be summoned to the Senate as seats become vacant, and that women continue to be summoned until a more equitable membership is achieved.

Rec. 139

That financial qualifications for eligibility for membership in the Senate be abolished.

No question dealing with Rec. 138 was asked.

\$50,000; General meeting of the Executive of the National Association of Friendship Centres — \$30,000.

Not Implemented

Between 1964-65, there were six women in the Senate. There are now seven women in the Senate. The ACSW commends the government for appointing a woman speaker to the Senate and notes that it is within the power of the government to appoint senators.

Not Implemented

A property qualification of \$4,000 is a condition of eligibility for membership in the Senate. This condition is, as the RCSW stated, "an undemocratic stipulation." ACSW recommends immediate action by the government to remove this requirement for membership to the Senate.

Rec. 140 (Q.335):

That the federal government name more women judges to all courts within their jurisdiction?

Since the publication of the report of the Royal Commission three women have been appointed as judges. Madam Justice Mable VanCamp was appointed a Judge of the Supreme Court of Ontario in November 1972, Judge Janet Boland was appointed a County Court Judge of Ontario on January 27, 1972 and Madame Justice Claire l'Heureux-Dubé was appointed a Judge of the Superior Court of Quebec on February 8, 1973.

Partially Implemented

Since the present government took office in 1968, only 5 women have been appointed to Supreme and County Courts within the federal government's jurisdiction. These include: Rejeanne Laberge-Colas, (Québec) Superior Court; Janet Boland, (Ontario) York County Court; Mabel Van Camp, (Ontario) Supreme Court; Claire L'Heureux-Dubé, (Québec) Superior Court; and Gabrielle Vallée, (Québec) Superior Court.

Rec. 143 (Q.336):

That the Immigration Division of the federal Department of Manpower and Immigration review its policies and practices to ensure that the right of a wife to be an independent applicant for admission to Canada is always respected and that wives are made fully aware of this right?

The right of a wife to be an independent applicant is inherent in the Immigration Act and Regulations. The term presently used "head of family" does not mean the husband but that spouse who is financially responsible for providing the necessities of life for the family on a continuing basis. All immigration counselling officers apply this definition and in those cases where the husband cannot meet the selection criteria, the wife is being examined as "head of family". The possibility of making this fact known to all independent applicants by an explanatory note on the Application for Permanent Admission to Canada is being investigated.

Partially Implemented

ACSW is not satisfied with this definition of "head of the family". On 27 November 1973, further information concerning the progress re the explanatory note mentioned in the government's reply was requested. As of 1 February 1974, no reply had been received.

Rec. 144 (Q.337):

That the federal Immigration Act and Regulations be amended by the elimination of the term "head of a family" wherever it appears in the legislation and by the substitution of the exact meaning which is intended in each case?

The Immigration Act defines "head of family" as that person in the family upon whom the other members are mainly dependent for support. Operational instructions to Departmental staff clearly indicate that this may be either the husband or the wife. The recommendations of the Royal Commission on the Status of Women with regard to this point have been accepted in principle and as soon as the Government's legislative timetable permits, appropriate amendments will be introduced containing more precise terminology which will in no way denote the sex of the individual.

Partially Implemented

Operational instructions issued in May 1973 based on the Immigration Act and Regulations state clearly that *head of the family* may be either the husband or wife. However, it is the view of ACSW that amendments to the Immigration Act and Regulations are still required.

Rec. 145 (Q.338):

That the Canadian Citizenship Act be amended to provide for the automatic resumption of Canadian citizenship by women who lost it because they married aliens before January 1, 1947?

The recommendation of the Royal Commission on the Status of Women to amend the Canadian Citizenship Act to provide for the automatic resumption of Canadian citizenship by women who lost it because they married aliens before January 1, 1947, has been sympathetically considered and opportunity for discussion will be given members of the House at the time the new citizenship bill or major amendments to the current Act are introduced.

Not Implemented

Canadian women who lost their citizenship because they married aliens before 1947, do not automatically regain their Canadian nationality under the current Citizenship Act. If they wish to regain their citizenship, they must make application to the Secretary of State who may, by discretion, grant them a certificate of citizenship. The woman must complete a form, pay a fee, have the form attested and, if her application is accepted, take the Oath of Allegiance. ACSW agrees with the Royal Commission on the Status of Women that it is inequitable to penalize a woman because she married before the adoption of a more enlightened view of rights of women as individuals. In Great Britain when a

Rec. 146 (Q.297):

That the Canadian Citizenship Act be amended so that there is no difference between the residence requirements for the acquisition of Canadian citizenship by an alien husband and an alien wife of a Canadian citizen?

The recommendation of the Royal Commission on the Status of Women to the Canadian Citizenship Act so that there is no difference between the residence requirements for the acquisition of Canadian citizenship by an alien husband and an alien wife of a Canadian citizen, has been sympathetically considered and opportunity for discussion will be given members of the House at the time the new citizenship bill or major amendments to the current Act are introduced.

similar change was made in citizenship legislation, women who had formerly married aliens and lost their citizenship, were considered to have retained it (See Rec. 146).

Not Implemented

Amendments to the Citizenship Act are required. A fact sheet on the inequalities in this Act has been prepared by the ACSW and is available without charge.

Rec. 147 (Q.298):

That sections 4 and 5 of the Canadian Citizenship Act be amended to provide that a child born outside Canada is a natural-born Canadian if either of his parents is a Canadian citizen?

The recommendation of the Royal Commission on the Status of Women to amend sections 4 and 5 of the Canadian Citizenship Act to provide that a child born outside Canada is a natural-born Canadian if either of his parents is a Canadian citizen, has been sympathetically considered and opportunity for discussion will be given members of the House shortly at the time the new citizenship bill or major amendments to the current Act are introduced.

Not Implemented

Amendments to the Citizenship Act are required, see Rec. 146.

Rec. 148 (Q.299):

That the Canadian Citizenship Act be amended so that either citizen-parent may apply for the naturalized citizenship of a minor child?

The recommendation of the Royal Commission on the Status of Women that the Canadian Citizenship Act be amended so that either citizen-parent may apply for the naturalized citizenship of a minor child, has been sympathetically considered and opportunity for discussion will be given Members of the House shortly at the time the new Citizenship Bill or major amendments to the current Act are introduced.

Not Implemented

Amendments to the Citizenship Act are required, see Rec. 146.

Rec. 149 (Q.300):

That section 11(2) of the Canadian Citizenship Act be amended so that, in the case of joint adoption the child may be granted Canadian citizenship if either of the adopting parents is a Canadian citizen.

The recommendation of the Royal Commission on the Status of Women to amend section 11(2) of the Canadian Citizenship Act so that, in the case of joint adoption, the child may be granted Canadian citizenship if either of the adopting parents is a Canadian citizen, has been sympathetically considered and opportunity for discussion will be given Members of the House at the time the new citizenship bill or major amendments to the current Act are introduced.

Not Implemented

Amendments to the Citizenship Act are required, see Rec. 146.

Rec. 150 (Q.301):

That section 164(1)(c) of the Criminal Code be repealed?

Paragraph 164(1)(c) (which in the Revised Statutes became paragraph 175(1)(c)) of the Criminal Code was repealed by the Criminal Law Amendment Act, S.C. 1972, chapter 13, section 12 which came into force July 1, 1972.

Implemented

The repealed section 175(1)(c), formerly section 164(1)(c), read: "everyone commits vagrancy who being a common prostitute or night walker is found in a public place and does not, when required, give a good account of herself." It has been replaced by a provision that makes soliciting in a public place an offence, and applies equally to men and women soliciting, and protects both men and women from being solicited.

Implemented

The repealed section 175(1)(a), formerly section 164(1)(c), read as follows: "everyone commits vagrancy who not having any apparent means of support is found wandering abroad or trespassing and does not, when required, justify his presence where he is found."

Not Implemented

The ACSW holds that enough time has elapsed for sufficient study and that immediate action is required (See Rec. 153).

Rec. 151 (Q.302):

That section 164(1)(a) of the Criminal Code be repealed?

Paragraph 164(1)(a) (which in the Revised Statutes became paragraph 175(1)(a)) of the Criminal Code was repealed by the Criminal Law Amendment Act, S.C. 1972, chapter 13, section 12 which came into force July 1, 1972.

The Minister of Justice agrees in principle that the words "of previously chaste character" should be deleted from the Criminal Code so that the character of the victim would cease to be an element of an offence. However, as the proposal represents a new approach to criminal law, it is essential that it be thoroughly studied by the Law Reform Commission and by the Department of Justice before any specific amendment is proposed.

Not Implemented

The second annual report 1972-73, Law Reform Commission of Canada (available from In-

Rec. 153 (Q.304):

That the Criminal Code be amended to extend protection from sexual abuse to all young

The Minister of Justice agrees in principle that the Criminal Code should protect all young

people, male and female, and protection to everyone from sexual exploitation either by false representation, use of force, threat, or the abuse of authority?

Rec. 154 (Q.305):

That subsection (3) of section 23 of the Criminal Code be amended to apply to both spouses?

people from sexual abuse and protect everyone from sexual exploitation. However, as the proposals represent a new approach to criminal law, it is essential that they be thoroughly studied by the Law Reform Commission and by the Department before any specific amendments are proposed.

formation Canada) notes that a study has been commissioned on sex offences which is intimately connected with their work on fundamental axioms as well as with the commission's enquiry into the aims and purposes of the Criminal Law (See Rec. 152).

Rec. 156 (Q.306):

That the federal government whenever possible, assign female instead of male police officers to deal with women taken into custody?

This proposed amendment was referred to the Conference of Commissioners on Uniformity of Legislation in 1971 who recommended that subsection 23(3) of the Criminal Code be repealed. Accordingly the Minister of Justice is prepared to recommend the repeal of this section the next time that general amendments to the Criminal Code are being considered by the government.

Not Implemented

Sub-section 23(3) reads as follows: "no married woman whose husband has been a party to an offence, is an accessory after the fact to that offence by receiving, comforting or assisting in his presence by his authority any other person who has been a party to that offence for the purpose of enabling her husband or that other person to escape." Thus, a husband, and not a wife, commits an offence by helping his spouse's accomplice to escape.

Sub-section 23(2) provides that no married person whose spouse has been a party to an offence is an accessory after the fact if he/she helps that spouse to escape.

Rec. 159 (Q.307):

That the federal Prisons and Reformatories Act be revised to eliminate all provisions that discriminate on the basis of sex or religion?

The Royal Canadian Mounted Police has traditionally recognized the need for special consideration of females taken into custody as it pertains to their protection, privacy, modesty and hygiene. Accordingly, either professional matrons or women acting in a matron capacity are utilized whenever a female is taken into custody. The only exception to this would be if emergencies or isolation should dictate otherwise. The feasibility of engaging female police officers to perform these and other duties is under active consideration.

Partially Implemented

This study is being undertaken by the RCMP to determine: 1) the feasibility (where and how) of employing females; 2) required qualifications (basic physical and educational); 3) recruiting procedures and 4) training of females. ACSW has requested that top priority be given to this study and is awaiting further information (See also Rec. 54).

Rec. 160 (Q.308):

That the federal, provincial and territorial governments co-operate in order to provide flexible and imaginative programs aimed at the rehabilitation of women offenders which would include (a) a system that provides appropriate living quarters, small "open" institutions where life follows a normal pattern rather than institutional living and is integrated as much as possible with the life of the neighbouring community; (b) programs and services, such as education and vocational training, adapted to the needs of individual female offenders and taking full advantage of the resources of that district; and (c) personnel specially trained in dealing with female offenders?

A thorough revision of the Prisons and Reformatories Act is contemplated. When legislation is drafted it will be proposed to remove the provisions that discriminate on the basis of sex or religion, except for provisions which divide facilities for correctional or humanitarian reasons.

Not Implemented

Many provisions of the Prisons and Reformatories Act continue to discriminate on the basis of sex in determining the minimum age for sentences, the type of imputable offence and the length of sentence. (N.B.: in some provinces, a woman's religion determines the type of institution to which she may be sentenced.) ACSW urges immediate action by the government in undertaking revision of the present Prison and Reformatories Act.

PARTIALLY IMPLEMENTED

A recent federal-provincial conference on corrections (December 1973) studied the exchange of services between federal and provincial institutions. A thorough study of these and other recommendations relating to female offenders is being undertaken. The ACSW has been informed that: "A task force on federal female inmates has been formed to study the needs of female offenders in order to develop programs and facilities which will hopefully be community-oriented" (see Rec. 161).

Rec. 161 (Q.309):

That the federal Women's Prison at Kingston be closed?

A Special Programs Officer, Miss Johanna Hickey, was appointed by the Canadian Penitentiary Service in 1972. Her responsibility is in the area of minority groups including women. The Department of the Solicitor General is assisting 26 Community Residential Centres for men and women. Of those centres 19 are exclusively for women. Under existing legislation there is authority to arrange for the confinement in appropriate institutions in the Northwest Territories and the Yukon Territory of persons convicted there to serve penitentiary terms. Negotiations are being carried on with a view to enabling persons from those territories to serve penitentiary terms closer to their homes. The role of the federal government in relation to female offenders serving sentences of two years or more is under review. It is expected that arrangements will be made in due course for the purchase of prison services in the various provincial institutions as recommended by the Canadian Committee on Corrections. Such an arrangement would provide greater flexibility in the treatment and placement of female offenders and will assist in the implementation of this recommendation.

PARTIALLY IMPLEMENTED

The closing of the federal Women's Prison at Kingston was one of the priority areas discussed at the federal-provincial conference on corrections in December 1973. ACSW agrees with the need for comprehensive study of the issues raised in Recommendations 160 and 161, and urges the government to take prompt action in this regard.

comparable with those established by the Canadian Penitentiary Service. The Ministry has recently initiated discussion with the Provinces in this regard.

Rec. 162 (Q.310):

That the National Parole Board make use whenever possible of members of band councils and government personnel, to provide parole supervision especially in rural and remote areas, for women of Indian and Eskimo ancestry?

The Ministry of the Solicitor General has entered into a contractual arrangement with three band councils in Saskatchewan to provide for supervision of persons who are released from prison on parole or under mandatory supervision.

The Ministry of the Solicitor General has a contract with the Native Counselling Service of Alberta to undertake community assessments and do supervision of Indian persons released on parole or under mandatory supervision.

Discussions are underway with Indian Chiefs of Alberta and Manitoba to assist in supervision of Native Peoples released from prison.

There are a number of informal arrangements for supervising Native People by the Band Chiefs or Councils.

The policy of the National Parole Board is to increase this type of participation.

PARTIALLY IMPLEMENTED

Some progress appears to have been made. ACSW urges the National Parole Board to increase this type of participation.

Rec. 163 (Q.311):

That a network of halfway houses for women newly released from correctional institutions be set up in centres across Canada, supported by public and private funds and operated by voluntary groups and agencies, in accordance with approved government standards?

At the present time, there are in Canada 26 Community Residential Centres or half-way houses which accept both men and women as residents. Nineteen Residential Centres are exclusively for women and provide a maximum bed capacity of 220. Seven of these with a bed capacity of 67 are primarily oriented towards women ex-offenders. The Ministry of the Solicitor General is prepared to write contracts for the already existing half-way houses as the needs arise and they have been advised accordingly. During the current fiscal year, the Ministry has negotiated contracts for residential services, with payments based on services actually provided, with the following:

NAME	LOCATION	SELECTIVITY	TOTAL PAID April-Sept. 72
Dismiss House	Vancouver	Male and female ex-offenders	\$ 7,657.00
Elizabeth Fry Society	Vancouver	Females, ex-offenders	60.00
Elizabeth Fry Society	Kingston	Females, ex-offenders	7,970.00
Elizabeth Fry Society	Toronto	Females, ex-offenders	2.80
The Inn	Windsor	Females, ex-offenders	Nil
Pembina House Society, Ninette	Manitoba	Males and Females	Nil
Prince George Activator Society	Prince George	Males and Females ex-offenders	2,120.00
Sancta Maria House	Montreal	Females	Nil
X-Kalay Foundation	Winnipeg	Males and Females	Nil
X-Kalay Foundation	Vancouver	Males and Females	26,232.00
			\$44,042.30

Rec. 164 (Q.312):

That the federal government establish an implementation committee, composed of a number of its senior administrators, to (a) plan for, co-ordinate and expedite the implementation of the recommendations made by the Royal Commission on the Status of Women to that jurisdiction; and (b) report from time to time to its government on the progress it is making?

Following the tabling of the Report of the Royal Commission on the Status of Women the government established the Inter-departmental Committee composed of representatives of departments and agencies whose mandates were directly affected by the recommendations. This Committee was responsible for global examination of the Report and related matters and the recommendation of policy guidelines for the consideration of Cabinet. At year end 1971, the Interdepartmental Committee submitted its strong and favourable report based on departmental reports and reports of the Working Parties.

IMPLEMENTED

Following the tabling of the Royal Commission's Report in 1970, the Prime Minister designated one member of his Cabinet as Minister Responsible for the Status of Women. The Honourable John Munro currently holds this position and is responsible for bringing before Cabinet all matters pertaining to the status of women. The ACSW urges women's organizations, groups and individual women to make their views known to:

The Honourable John Munro
Minister Responsible for the
Status of Women
House of Commons
Ottawa, K1A 0J2

as well as to the Minister in whose jurisdiction the matter may fall and to their Members of Parliament.

An annual report entitled "Status of Women in

Rec. 165 (Q.292):

That a federal Human Rights Commission be set up that would (a) be directly responsible to Parliament, (b) have power to investigate the administration of human rights legislation as well as the power to enforce the law by laying charges and prosecuting offenders, (c) include within the organization for a period of seven to ten years a division dealing specifically with the protection of women's rights, and (d) suggest changes in human rights legislation and promote widespread respect for human rights?

The Department of Justice, together with the Department of the Secretary of State, has been giving serious consideration to the creation of a federal organization that would concern itself with the human rights of all Canadians, not only women.

Canada, 1973" may be obtained from the Office of the Co-ordinator, Status of Women, Privy Council Office, Ottawa, K1A 0A3.

NOT IMPLEMENTED

The ACSW commends the Government of Canada for its announced intention to establish a Human Rights Commission. Legislation to establish this Commission should be introduced as early as possible in the next session of Parliament opening on 26 February 1974.

The terms of reference and powers should be precise, firm and enforceable to avoid the pitfalls in applying the Canadian Bill of Rights. The Human Rights Commission should have powers to prosecute, impose fines, issue injunctions, order payment of damages, hear complaints dealing with legislation which prohibits discrimination, investigate suspected cases of discrimination and act as a regulatory body. It should report directly to Parliament.

Provisions should be made in the Human Rights Commission legislation enabling class action and supporting affirmative action by governments. The protection for the individual should be assured through providing for the submission of anonymous complaints. Appeal of decisions made by the Human Rights Commission should exist and be clearly defined.

The ACSW feels that the introduction of Human Rights legislation should be accompanied at the same time by specific amendments to existing legislation where inequalities and discrimination exist, e.g., Canada Labour Code, Canada Pension Plan, Citizenship Act, Immigration Act, equal employment, benefits and opportunities, etc.

The Human Rights Commission should consist of an uneven number of appointees, not necessarily lawyers, and no less than five. These appointees should realistically represent the male-female population distribution in Canada.

The proposed legislation for a Human Rights Commission will be studied by the ACSW immediately after first reading by the House of Commons. Following this, members of the Council will meet with the Parliamentary Committee studying the Bill.

While the jurisdiction of a Human Rights Commission will specifically relate to areas of federal responsibility, strong federal legislation will assure an example for provincial governments, private industry and individual citizens.

Rec. 166 (Q.313):

That a federal Status of Women Council, directly responsible to Parliament, be established to (a) advise on matters pertaining to women and report annually to Parliament on the progress being made in improving the status of women in Canada, (b) undertake research on matters relevant to the status of women and suggest research topics that can be carried out by government, private business, universities, and voluntary associations, (c) establish programs to correct attitudes and prejudices adversely affecting the status of women, (d) propose legislation, policies and practices to improve the status of women, and (e) systematically consult with women's bureaux or similar provincial organizations, and with voluntary associations particularly concerned with the problems of women?

The minister responsible for the Status of Women announced recently the government's intention to establish as soon as possible an advisory committee reporting to the minister which would carry out the role envisaged for the Council proposed in the recommendation of the Royal Commission

IMPLEMENTED

The Advisory Council on the Status of Women (ACSW) was created 31 May 1973. As a council advisory to the federal government, ACSW has the right and the responsibility to advise on request, to initiate advice and to publish its findings and recommendations.

ACSW would like to hear from women's organizations, groups and individuals — both women and men — concerning their views, problems and recommendations.

If you wish to obtain further information about the ACSW, please write to:

Katie Cooke, Ph.D., Chairman
Advisory Council on the Status of Women
P.O. Box 1541 — Station B
Ottawa, K1P 5R5 (613) 992-4975

ANNEX A**SUMMARY OF IMPLEMENTATION OF RECOMMENDATIONS**

IMPLEMENTED (Recommendation No.)				PARTIALLY IMPLEMENTED (Recommendation No.)				NOT IMPLEMENTED (Recommendation No.)			
1	4	5	7	3	14	17	21	2	11	12	19
8	15	16	22	24	26	34	37	28	30	31	43
25	29	32	33	38	51	52	55	44	45	46	47
35	36	39	40	60	61	70	72	48	49	50	53
41	42	56	57	75	78	79	80	54	59	62	65
58	81	85	86	82	88	89	90	71	84	99	102
96	101	103	104	92	93	97	118	106	109	113	126
114	115	117	120	131	140	143	144	127	132	135	138
121	122	124	130	156	160	161	162	139	145	146	147
136	137	150	151	163				148	149	152	153
164	166							154	159	165	

Number of recommendations within
federal jurisdiction: 122 (100.0%)
number implemented: 42 (34.4%)
number partially implemented: 37 (30.3%)
number not implemented: 43 (35.3%)

NUMERICAL LIST OF RECOMMENDATIONS

Rec & Q No	Subject	Department or Agency Responsible
1—Q 377	— Housing Loan Regulations — Loans (National housing)	Central Mortgage & Housing Corporation
2—Q 378	— Pension Plans — Canada & Quebec (eligibility of housewives)	Health & Welfare Canada
3—Q 379	— Voluntary Associations	Secretary of State
4—Q 293	— Appointment of Women (Public Service) — Career Opportunities for Women — Selection Standards (Public Service) — Volunteer Experience	Public Service
5—Q 380	— International Labour Organization Convention 100	Labour Canada
7—Q 381	— Canada Labour (Standards) Code (equal pay) — Equal Pay Legislation — Wages	Labour Canada Public Service
8—Q 382	— Canada Labour (Standards) Code (fair wages, hours of work) — Equal Pay Legislation — Grievance Procedures (employee)	Labour Canada Public Service
11—Q 383	— Public Service (nurses, social workers, librarians, dietitians, home economists) — Wages (Public Service)	Public Service
12—Q 384	— Pension Plans — Canada & Quebec (benefits to females' survivors)	Health & Welfare Canada
14—Q 385	— Unemployment Insurance Act & Regulations (definition of dependents)	Manpower & Immigration
15—Q 386	— Unemployment Insurance Act & Regulations (application to all workers)	Manpower & Immigration
16—Q 387	— Canada Labour Code (maternity) — Maternity Leave & Benefits	Labour Canada
17—Q 388	— Maternity Leave & Benefits — Unemployment Insurance (maternity benefits)	Manpower & Immigration
19—Q 389	— Canada Labour (Standards) Code (airlines) — Sex Discrimination (airlines)	Labour Canada
21—Q 390	— Sex-Typing of Occupations (Public Service)	Public Service
22—Q 391	— Sex Discrimination (referrals by Canada Manpower) — Unemployment Insurance Act (sex discrimination)	Manpower & Immigration
24—Q 392	— Canada Labour (Standards) Code (sex, marital status) — Sex Discrimination (Labour Code)	Labour Canada
25	— Canada Manpower Centres — Unemployment Insurance Act & Regulations (discrimination re sex and marital status)	Manpower & Immigration
26—Q 393	— Appointment of Women (boards, commissions, corporations, councils, advisory committees & task forces)	Prime Minister's Office Privy Council Office
28—Q 394	— Part-time Work (Public Service)	Labour Canada Treasury Board
29—Q 395	— Public Service (nursing assistants, nursing orderlies) — Wages (nursing assistants vs. orderlies)	Treasury Board
30—Q 396	— Public Service (secretarial classifications) — Secretaries	Treasury Board
31—Q 397	— Public Service (Superannuation Act) — Superannuation	Treasury Board

32—Q 398	—Public Service (removal expenses) —Removal Expenses Regulations	Treasury Board
33—Q 399	—Maternity Leave & Benefits (Public Service) —Public Service Terms & Conditions of Employment (maternity leave)	Treasury Board
34—Q 400	—Maternity Leave & Benefits —Public Service (maternity leave) —Public Service Health Insurance Regulations (maternity leave) —Superannuation (maternity benefits)	Treasury Board
35—Q 401	—Sex Discrimination (bindery positions) —Public Service (bindery positions)	Treasury Board
36—Q 402	—Appointment of Women (Public Service) —Sex-typing of Occupations (Public Service)	Public Service
37—Q 403	—Appointment of Women (Public Service) —Selection Standards (Public Service)	Public Service
38—Q 404	—Appointment of Women (Public Service) —Administrative positions (training) —Secretaries: training (Public Service)	Public Service
39—Q 405	—Public Service (administrative trainees) —Training of Women	Public Service
40—Q 406	—Public Service (management courses) —Training of Women	Public Service
41—Q 359	—Career Assignment Program —Training of Women (Public Service)	Public Service
42—Q 360	—Part-time Work (Public Service terms & conditions of employment regulations)	Treasury Board
43—Q 361	—Appointment of Women (crown corporations and agencies) —Crown Corporations and Agencies (appointment of female scientists) —Training of Women (crown corporations and agencies)	Minister Responsible for Status of Women Directors of Crown Corporations & Agencies
44—Q 362	—Crown Corporations and Agencies (promotion & transfer opportunities) —Recruitment Programs (Crown corporations & agencies) —Training of Women (Crown corporations & agencies)	Minister Responsible for Status of Women Directors of Crown Corporations & Agencies
45—Q 363	—Crown Corporations and Agencies (utilization of womanpower)	Minister Responsible for the Status of Women Directors of Crown Corporations & Agencies
46—Q 364	—Crown Corporations and Agencies (training of women) —Training of Women	Minister Responsible for the Status of Women Directors of Crown Corporations & Agencies
47—Q 365	—Crown Corporations and Agencies (rotation of female staff)	Directors of Crown Corporations & Agencies
48—Q 366	—Crown Corporations & Agencies (recruitment) —Selection Standards and Procedures (Crown corporations & agencies)	Minister Responsible for the Status of Women Directors of Crown Corporations & Agencies
49—Q 367	—Crown Corporations and Agencies (benefit provisions) —Superannuation (Crown corporations)	Minister Responsible for the Status of Women Directors of Crown Corporations & Agencies
50—Q 368	—Career Opportunities for Women (Crown Corporations & Agencies) —Sex discrimination	Minister Responsible for the Status of Women Directors of Crown Corporations & Agencies
51	—Senate & House of Commons (sex-typing of occupations) —Sex-typing of Occupations	Speakers of Senate and House of Commons

52	— Appointment of Women (Senate and House of Commons) — Senate and House of Commons (utilization of womanpower)	Speakers of Senate and House of Commons
53—Q 369	— Royal Canadian Mounted Police (superannuation) — Superannuation (R.C.M.P.)	Royal Canadian Mounted Police
54—Q 370	— Career Opportunities for Women (R.C.M.P.) — R.C.M.P. (female enlistment)	Royal Canadian Mounted Police
55—Q 371	— Armed Forces (trades for women) — Career Opportunities for Women	National Defence
56—Q 372	— Armed Forces (Married Women, enlistment)	National Defence
57—Q 373	— Armed Forces (engagement period)	National Defence
58—Q 374	— Armed Forces (maternity leave) — Maternity Leave & Benefits	National Defence
59—Q 375	— Armed Forces (Superannuation) — Superannuation	National Defence
60—Q 376	— Career Opportunities for Women (Public Service) — Equal Opportunities Policy (Public Service)	Heads of Crown Corporations & Agencies Office of Equal Opportunities for Women — PSC
61—Q 339	— Equal Opportunities (Public Service, Crown Corporations and Agencies, RCMP, Armed Forces, etc.)	Public Service Directors of Crown Corporations & Agencies, etc.
62	— Chartered Banks (equality of opportunity and training programs) — Equal Opportunities	Chartered Banks
65—Q 340	— Homeworkers (wages and conditions of employment)	Labour Canada
70—Q 341	— Armed Forces (military colleges) — Education (military colleges) — Military Colleges (admission and training of women)	National Defence
71—Q 342	— Education (student aid)	Finance
72—Q 343	— Public Service (career publications) — Sex-typing of Occupations (Public Service)	Public Service
75—Q 344	— Information Centres (Canada Manpower career information) — Manpower Programs Information	Manpower & Immigration
78—Q 345	— Sports (women in sports)	Health & Welfare Canada
79—Q 346	— Adult Occupational Training Act — Manpower Programs (information) — Training of Women (occupational training for adults)	Manpower & Immigration
80—Q 347	— Manpower Programs (part-time training) — Part-time Training — Training of Women	Manpower & Immigration
81—Q 348	— Adult Occupational Training Act (eligibility of housewives) — Manpower Programs (eligibility of housewives)	Manpower & Immigration
82—Q 349	— Manpower Programs (career up-grading) — Training of Women	Manpower & Immigration
84—Q 350	— Education (part-time student loans) — Part-time Students (loans)	Finance
85—Q 351	— Manpower Programs (homemaker training) — Training of Women (homemaker training)	Manpower & Immigration
86—Q 352	— Manpower Programs (rural people) — Rural Women (retraining)	Manpower & Immigration Regional Economic Expansion

88—Q 353	— Immigrants (educational needs) — Training of Women (immigrant women)	Secretary of State Manpower & Immigration
89—Q 354	— Immigrants (language training) — Training of Women (language training of immigrant women)	Secretary of State Manpower & Immigration
90—Q 355	— Native Women (education program, housing)	Indian and Northern Affairs
92—Q 356	— Native Women (adult education) — Education (Native women)	Indian and Northern Affairs
93—Q 294	— Equal Opportunities (native women) — Native Women (language teacher and teacher-aide training)	Indian and Northern Affairs
96—Q 296	— Native Women (learning trips to South) — Training of Women (native women)	Indian and Northern Affairs
97—Q 295	— Equal Opportunities (native women) — Native Women (management training)	Indian and Northern Affairs
99—Q 357	— Communications Satellite (programming) — Education (telecommunications programming)	Canadian Broadcasting Corporation CRTC
101—Q 358	— Information Centres (citizens' information centres)	Secretary of State
102—Q 314	— Marriage (minimum age)	Justice
103—Q 315	— Passports (use of maiden name)	External Affairs
104—Q 316	— Passports (marriage)	External Affairs
106—Q 317	— Marriage (Native women — loss of status) — Native Women (marriage to non-Indian)	Indian & Northern Affairs
109—Q 318	— Criminal Code (divorce) — Divorce (support of husband by wife)	Justice
113—Q 319	— Divorce (separation period)	Justice
114—Q 320	— Divorce (maintenance for education)	Justice
115	— Child Care (sliding-scale fees)	Health & Welfare Canada
117—Q 321	— Child Care (National Housing Act provisions)	Health & Welfare Canada
118—Q 322	— Child Care (cost sharing) — National Day-Care Act (proposed)	Health & Welfare Canada
120—Q 323	— Child care (advisory services) — Information Centres (National Day Care Information Centre)	Health & Welfare Canada
121—Q 324	— Birth Control (availability)	Health & Welfare Canada
122—Q 325	— Birth Control (training workers) — Education (training in family planning techniques)	Health & Welfare Canada
124—Q 326	— Birth Control (sterilization)	Justice
126—Q 327	— Abortion (under 12 weeks) — Criminal Code (abortion)	Justice
127—Q 328	— Abortion (over 12 weeks) — Criminal Code (abortion)	Justice
130—Q 329	— Income Tax (dependent spouse)	Finance
131—Q 330	— Family & Youth Allowances — Income Tax (family & youth allowances)	Health & Welfare Canada
132—Q 331	— Income Tax (wife-husband unit)	Finance
135—Q 332	— Single Parent Families (guaranteed annual income)	Health & Welfare Canada

136—Q 333	— Guaranteed Income (old age benefits)	Health & Welfare Canada
137—Q 334	— Friendship Centres (native people) — Native Women (friendship centres)	Secretary of State
138	— Appointment of Women (Senate)	Prime Minister's Office
139	— Senate (financial qualifications)	Prime Minister's Office
140—Q 335	— Appointment of Women (judges) — Judges (women)	Prime Minister's Office
143—Q 336	— Immigration (wives as independent applicants)	Manpower & Immigration
144—Q 337	— Immigration (definition of "head of family")	Manpower & Immigration
145—Q 338	— Citizenship Act (women married to aliens, prior to 1947)	Secretary of State
146—Q 297	— Citizenship Act (residence requirements)	Secretary of State
147—Q 298	— Citizenship Act (child born outside Canada)	Secretary of State
148—Q 299	— Citizenship Act (minor child)	Secretary of State
149—Q 300	— Citizenship Act (adopted children)	Secretary of State
150—Q 301	— Criminal Code (prostitution)	Justice
151—Q 302	— Criminal Code (vagrancy)	Justice
152—Q 303	— Criminal Code (deletion of phrase, "of previously chaste character")	Justice
153—Q 304	— Criminal Code (protection from sexual abuse)	Justice
154—Q 305	— Criminal Code (accessory after the fact)	Justice
156—Q 306	— Offenders Female (female police officers)	Royal Canadian Mounted Police
159—Q 307	— Sex Discrimination (Prisons & Reformatories Act) — Offenders Female	Solicitor General
160—Q 308	— Offenders Female (rehabilitation) — Training of Female Offenders	Solicitor General
161—Q 309	— Offenders Female (Kingston prison)	Solicitor General
162—Q 310	— Native Women (parole supervision) — Offenders Female	Indian & Northern Affairs
163—Q 311	— Offenders Female (halfway houses)	Solicitor General
164—Q 312	— Public Service (Interdepartmental Committee)	Co-ordinator, Status of Women, Privy Council
165—Q 292	— Human Rights Commission	Justice
166—Q 313	— Federal Council on the status of women	Advisory Council on the Status of Women

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— information on programs of Manpower & Immigration	79	346
AIRLINES	19	389
APPOINTMENT OF WOMEN		
— boards, commissions ...	26	393
— crown corporations & agencies	43	361
— judges	140	335
— public service	4,36,37,38	293,402,403,404
— Senate & House of Commons	52,138	—
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— engagement period	57	373
— equal opportunities — women's program co-ordinator	61	339
— married women: enlistment	56	372
— maternity leave & benefits	58	374
— military colleges	70	341
— policy statement on equal opportunities	60	376
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— trades for women	55	371
BIRTH CONTROL		
— availability of information	121	324
— sterilization	124	326
— training workers	122	325
CAREER ASSIGNMENT PROGRAM (CAP)	41	359
CANADA LABOUR (STANDARDS) CODE		
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— equal pay	7	381
— fair wages, hours of work	8	382
— maternity leave	16	387
— sex, marital status	24	392
CANADA MANPOWER CENTRES		
— legislation	25	—
CANADA MANPOWER PROGRAMS		
— (see Manpower Programs)		
CAREER OPPORTUNITIES FOR WOMEN		
— armed forces	55	371
— crown corporations & agencies	50,60	368,376
— public service	4,60	293,376
— Royal Canadian Mounted Police	54	370
— Senate & House of Commons	60	376
CHARTERED BANKS		
— equality of opportunity	62	—
— training programs	62	—
CHILD CARE		
— advisory services	120	323
— cost sharing	118	322
— National Housing Act amendments	117	321
— sliding-scale fees	115	—
CITIZENSHIP ACT		
— adopted children	149	300
— child born outside Canada	147	298
— minor child	148	299
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— women married to aliens	145	338

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— rehabilitation programs	160	308
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— benefit provisions	49	367
— equal opportunities: policy statement	60	376
— equal opportunities — women's program co-ordinator	61	339
— opportunity for employment — publicity	50	368
— post graduate training opportunities	43	361
— recruitment programs	44,48	362,366
— rotation of staff	47	365
— scientists & technologists	43	361
— traditional occupations — promotion & transfer from	44	362
— training and development	46	364
— utilization of woman power	45	363
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— maintenance for education	114	320
— separation period	113	319
— support of husband by wife	109	318
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— citizen's information centres	101	358
— family planning techniques & training	122	325
— military colleges	70	341
— native women	93,92,90	294,356,355
— part-time student loans	84	350
— student aid	71	342
— telecommunications programming	99	357
EQUAL OPPORTUNITIES		
— armed forces	61	339
— chartered banks	62	—
— crown corporations & agencies	61	339
— native women	93,97	294,295
— policy statement	60	376
— public service	61	339
— Royal Canadian Mounted Police (RCMP)	61	339
— Senate & House of Commons	61	339
— telecommunications	99	357
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FAMILY AND YOUTH ALLOWANCES		
— proposed amendments	131	330
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— native people	137	334
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— one parent families	135	332
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— wages & conditions of employment	65	340
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—head of family definition	144	337
—wives as independent applicants	143	336
IMMIGRANTS		
—education needs	88	353
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—dependent spouse	130	329
—family & youth allowance	131	330
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—Canada Manpower career information	75	344
—citizens' information centres	101	358
—National Day Care Information Centre	120	323
INTERNATIONAL LABOUR ORGANIZATION CONVENTION 100	5	380
JUDGES		
—appointment of women	140	335
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(see Canada Labour Standards Code)		
LOANS		
—national housing (CMHC)	1	377
—student	84	350
MANPOWER PROGRAMS		
—career upgrading	82	349
—discrimination in referrals	22	391
—eligibility of housewives	81	348
—homemaker training	85	351
—information on programs	75,79	344,346
—part-time training	80	347
—rural people	86	352
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—minimum age	102	314
—Indian women — loss of status	106	317
MATERNITY LEAVE & BENEFITS		
—armed forces	58	374
—contribution for pension, health care	34	400
—Labour Code	16	387
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—admission of women	70	341
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NATIONAL HOUSING ACT		
—child care provisions	117	321
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—adult education	92	356
—educational courses: e.g., language & teacher training	93	294
—education program — housing	90	355
—friendship centres	137	334
—learning trips to South	96	296
—management training	97	295
—marriage to non-Indian	106	317
—parole supervision	162	310
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—homemaker training	85	351

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— female police officers	156	306
— halfway houses	163	311
— Kingston penitentiary	161	309
— parole supervision — native women	162	310
— Prison & Reformatories Act	159	307
— rehabilitation programs	160	308
PART-TIME STUDENTS — loans	84	350
PART-TIME TRAINING		
— manpower programs	80	347
PART-TIME WORK — public service	28	394
— Public Service Terms & Conditions of Employment Regulations	42	360
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— married names/maiden names	103	315
— marriage	104	316
PENSION PLANS — Canada & Quebec		
— eligibility of housewives	2	378
— benefits to females' survivors	12	384
PUBLIC SERVICE		
— administrative positions	38	404
— administrative trainees	39	405
— appointment of women	36	402
— bindery positions	35	401
— career assignment program (CAP)	41	359
— equal opportunities	61	339
— government career publications	72	343
— interdepartmental committees	164	312
— management courses	40	406
— maternity leave	33,34	399,400
— nursing orderlies, assistants	29	395
— part-time work	28,42	394,360
— pay rates (nurses, social workers, librarians, dietitians, home economists)	11	383
— policy statement on equal opportunities	60	376
— removal expenses	32	398
— secretarial classifications	30	396
— secretarial development	38	404
— selection standards	4	293
— senior positions	37	403
— sex-typing	21	390
— Superannuation Act	31	397
— terms and conditions of employment	42	360
— volunteer experience	4	293
PUBLIC SERVICE HEALTH INSURANCE REGULATIONS		
— maternity leave benefits	34	400
PUBLIC SERVICE TERMS & CONDITIONS OF EMPLOYMENT		
— maternity leave	33	399
— part-time work	42	360
ROYAL CANADIAN MOUNTED POLICE (RCMP)		
— equal opportunities: women's program co-ordinator	61	339
— female enlistment	54	370
— superannuation	53	369
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— crown corporations & agencies	44	362
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SECRETARIES: training	38	404
— classification	30	396
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— public service	4,37	293,403
— crown corporations & agencies	48	366

SENATE & HOUSE OF COMMONS			
— appointment of women	138	—	
— equal opportunities: policy statement	60	376	
— equal opportunities: women's program co-ordinator	61	339	
— financial qualifications	139	—	
— senior positions	52	—	
— sex-typing of occupations	51	—	
— utilization of womanpower	52	—	
SEX DISCRIMINATION			
— airlines	19	389	
— bindery positions	35	401	
— crown corporations & agencies	50	368	
— Indian women	106	317	
— labour code	24	392	
— military colleges	70	341	
— Prisons & Reformatories Act	159	307	
— referrals by Canada Manpower	22	391	
SEX-TYPING OF OCCUPATIONS			
— public service	21,36,72	390,402,343	
— Senate & House of Commons	51	—	
SINGLE-PARENT FAMILIES			
— guaranteed annual income	135	332	
SPORTS — research			
SUPERANNUATION			
— armed forces	59	375	
— crown corporations	49	367	
— payment during maternity leave	34	400	
— public service	31	397	
— R.C.M.P.	53	369	
TAX			
— (see Income Tax)			
TRAINING OF WOMEN			
— administrative trainees	39	405	
— career assignment program (CAP)-PSC	41	359	
— career upgrading	82	349	
— crown corporations & agencies	43,44,46	361,362,364	
— female offenders	160	308	
— housewives (M&I programs)	81	348	
— homemaker training	85	351	
— immigrant women	88,89	353,354	
— management courses	40	406	
— military colleges	70	341	
— native women	90,92,93,96,	355,356,294,296,	
	97	295	
— occupational training for adults	79	346	
— part-time manpower training programs	80	347	
— secretaries & admin. support staff	38	404	
— rural women	86	352	
UNEMPLOYMENT INSURANCE ACT & REGULATIONS			
— application to all workers	15	386	
— definition of dependents	14	385	
— discrimination on basis of sex	22	391	
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	3	379	
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— public service	4,37	293,403	
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— equal pay legislation	7	381	
— public service	11	383	
— nursing assistants vs. nursing orderlies	29	395	

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